ASIA-EUROPE MEETING

COOPERATION PROJECT IN THE FIELD OF
CORPORATE SOCIAL RESPONSIBILITY

High Level ASEM – CSR Conference
Chairs' Summary

1. The High Level ASEM – CSR Conference 2009 was held in Potsdam, Germany, on 16-17 March 2009, under the title *"Shaping CSR – Opportunities for the Well-Being of the ASEM Workforce".* Participants were Ministers, Vice Ministers and State Secretaries of Labour, officials from 37 ASEM Member States, the Commissioner for Employment, Social Affairs and Equal Opportunity of the European Commission and the Deputy Secretary-General of the ASEAN Secretariat. The Conference was also attended by high representatives from international organisations, national, international and regional social partners, enterprises as well as by selected CSR experts and representatives from civil society as observers. The Conference was chaired by H.E. Mr. Olaf Scholz, Federal Minister of Labour and Social Affairs of Germany.

2. The Conference, structured in opening session, panel discussion, three working groups and closing session, was the first follow-up activity to implement the cooperation project "Cooperation in the Field of Corporate Social Responsibility", which was initiated with the 2nd ASEM LEMC in Bali (2008).

3. In particular, its objective was a) to take stock of the role of CSR in the ASEM area, b) to make clear the growing importance of synergies between government, enterprises, workers and social partners for shaping the social dimension of globalisation, and c) to agree on a CSR-related Chairs' Summary in preparation of the 2010 ASEM Labour and Employment Ministers Meeting.

Promoting CSR in the European Union and the Asian Area

4. In his opening remarks **H.E. Mr. *Olaf Scholz*** accentuated the importance of mutual cooperation in the ASEM process and the need for addressing the topic of CSR, in particular in the context of the current financial and economic crisis. Bearing in mind the challenge to develop a common understanding of the social dimension of globalisation, he called for increased cooperation between Asia and Europe in order to find political answers to the question how to use the advantages of globalisation while limiting the destructive forces of capitalism. In this regard, he underlined CSR as a strategy which, especially in times of crisis, pays off and strengthens economies. He presented the German national CSR strategy which is currently being developed by a forum consisting of representatives from business, civil society, science, trade unions and the government. He further expressed his wish for the Conference to develop a CSR-related process of mutual learning, including the concentrated strength of crucial stakeholders from Asia and Europe resulting in recommendations for the LEMC in 2010.

5. Keynote speeches were delivered by **H.E. Mr. *Vladimír Špidla***, Commissioner for Employment, Social Affairs and Equal Opportunity of the European Commission, **H.E. Mr. *Erman Suparno***, Minister of Manpower and Transmigration of the Republic of Indonesia and **Mr. *Men Socheth***, Chief of Cabinet of the Ministry of Labour and Vocational Training of the Royal Government of Cambodia.

6. Keynote speakers congratulated Germany on having taken on responsibility in the field of CSR and underlined the importance of a close and productive exchange of ideas and cooperation between Asia and Europe on CSR initiatives and policies. They highlighted that behind the background of the financial and economic crisis the Conference would take place at the appropriate moment of time. They further agreed on the importance of the international dimension of CSR and recalled the necessity of a close international cooperation in order to mitigate the consequences of the global crisis.

7. In their speeches Ministers addressed CSR, based on experiences in their respective country and region. Keynote speeches especially focussed on the promotion of CSR from an EU and Asian perspective. **H.E. Mr. *Vladimír Špidla*** underlined that in the context of the current crisis, more than ever, CSR should be supportive and complementary to social and decent work policy measures. CSR should neither be seen as a tool of luxury nor as an instrument of protectionism. He further explained recent Commission activities in the area of CSR, such as the EU Multi-Stakeholder Forum on CSR and work on a guide on social aspects of public procurement. He also expressed the Commission's support for international instruments in the area of CSR, notably those of the ILO, the OECD and the UN. CSR goes along with wider efforts to promote fair globalisation and decent work for all, which also includes a close cooperation with the ILO, the UN and at the G8 level. **H.E. Mr. *Erman Suparno*** conveyed that CSR activities can lead to economic profits for the whole society, thereby helping to improve the reputation of enterprises which in turn has positive effects for economic success. He highlighted that CSR plays an increasingly important role in Indonesia, in particular to promote a well-educated labour force and that, therefore, the Indonesian government has introduced obligatory CSR legislation in 2007 in the natural resources sector. **Mr. *Men Socheth*** presented a bundle of initiatives in Cambodia to promote employment and sustainable development. He touched upon the regular agenda in Cambodia of attracting investment and implementing the programme of decent work as well as special measures for training and employment against the backdrop of the current crisis.

CSR from the Perspective of Social Partners and Governments

8. Podium participants[1] welcomed the broad tripartite approach of the Conference and reiterated the need to involve social partners in the ASEM dialogue in the field of labour and employment, in particular in view of CSR, which primarily concerns enterprises and workers. The topic of CSR and the timing of the conference had been just right.

9. Tripartite stakeholders agreed that CSR activities, while needing a legal framework ensured by governments, should be of a voluntary nature coming over and above compliance with legal standards including international norms and conventions. Companies' performance regarding CSR shows a great variety reaching from serious lack of legal compliance without any CSR to strict adherence to CSR measures and programmes.

10. Unions stressed the global financial and economic crisis proving the need for more regulation as the existing regulatory framework plus CSR had not been able to prevent the economic downturn. Employers reiterated the need for CSR to be voluntary and

[1] Moderator: Mr. *Günther Horzetzky*, Secretary of State, German Federal Ministry of Social and Labour Affairs, Germany Panellists: Ms. *Myra Maria Hanartani*, Director-General of Industrial Relations, Ministry of Manpower and Transmigration, Indonesia Mr. *Petr Simerka*, Vice-Minister of Labour and Social Affairs Security, Czech Republic Mr. *Gilles de Robien,* Ambassador for Social Cohesion*,* France Ms. *Sharan Burrow*, President, International Trade Union Confederation (ITUC) *(Video Message)*, Mr. *Roland Schneider*, Senior Policy Advisor, Trade Union Advisory Committee (TUAC), Mr. *Martin Stuber*, Senior Manager, German Trade Union Federation (DGB), Mr. *Brent Wilton,* Deputy Secretary-General, International Organisation of Employers (IOE) and Mr. *Ernst Baumann*, Board Member and Deputy President, German Employers Confederation (BDA)**.**

free from regulatory obligations as to not stifle entrepreneurial creativity. Governments suggested that CSR should be strategic action and part of the core business of enterprises as sustainability and social responsibility are a necessary contribution from companies in a globalized world.

11. The role of governments is to establish better framework conditions for CSR and to provide constructive support for the development of appropriate CSR networks. CSR cannot replace governments' legal commitments of setting and supervising social and ecological standards.

12. Tripartite podium participants held the view that in the current crisis CSR activities worldwide will have a substantial impact as they can help to restore public trust in markets and alleviate the consequences of the crisis. Hence, companies reacting by trading in values and stepping back from obligations would be the wrong step. Cross-cutting strategic CSR approaches are expected to be reinforced as companies focusing on them will be strengthened for the next economic upswing.

13. Regarding CSR, policy coherence at national as well as international level was seen as crucial.

14. The result of the panel discussion was that CSR should be given an important role in the ASEM process in the future. Dialogue on CSR should be held at all levels: between Asia and Europe, as Social Dialogue between social partners, and as companies dialogue with stakeholders. CSR in the ASEM countries can enhance the positive interplay of growth and employment over the long term by relating the three pillars of economy, ecology and social affairs to concrete entrepreneurial measures.

I. International Instruments and National Experiences to Promote CSR
(Further details may be found in Annex A.)

15. Panellists and delegates affirmed the need to effectively implement international CSR initiatives and instruments in practice. International CSR instruments are needed because today’s corporate sector acts internationally and even globally. However, the application of these international instruments should be implemented taking into account the diversity regarding cultural and regional values as well as enterprises' own particular culture and operational styles.

16. Discussants concurred that reporting and monitoring mechanisms at the national and international level should be strengthened to enhance transparency and improve the CSR performance of enterprises. They raised the question whether there is a need for more regulation concerning the international instruments and thus make them more binding.

17. They highlighted compliance as one of the major problems with CSR. Many governments agree with international CSR standards, but companies often do not implement the international instruments. Therefore, political leadership, social dialogue and civil society can help to raise awareness and point out the positive effects for companies if they voluntarily practice disclosure and provide explanations for better transparency.

18. With regard to the financial and economic crisis, panellists pointed out that CSR must be a long-term approach, since the crisis was largely caused by short-term action. The crisis was seen as a very serious issue that needs to be tackled, but panellists were of the opinion that it can also be seen as a chance to raise awareness among governments, social partners as well as civil society. CSR could become part of a new identity of the new global world. Therefore, all stakeholders should take joint action to tackle the effects of the current global crisis.

19. ASEM governments show an increasing interest in supportive framework conditions that help to promote CSR activities. They raised the issue that SMEs need to become more familiar and, as a consequence, more involved with CSR. In some cases, there is

no communication strategy with and among SMEs. As suppliers for multi-national companies they play a crucial role in production and therefore implement international CSR instruments to a larger extent.

20. It was agreed that in order to have more companies comply with CSR standards, governments, social partners and other stakeholders must cooperate more closely and support civil society as a “voice”. CSR instruments then can be applied to overcome a crisis situation.

21. As key result, discussants agreed that international instruments and initiatives should play a crucial role in CSR by providing a conducive framework for a stakeholder dialogue. CSR offers an important set of tools to cope with the global crisis, which can help to keep people in the labour market in the short run and can be used as part of a remedy to the crisis providing for better working conditions (economically, ecologically and socially) in the future.

II. CSR in the Supply Chain
(Further details may be found in Annex B.)

22. Discussants stressed that a growing number of enterprises both in the European and Asian region are involved in cross-border inter-regional business and that such business, with increasing active participation of small and medium-sized enterprises (SMEs) is no longer a domaine of multinational enterprises (MNEs). While many companies are striving to take account of sustainability and social responsibility for their supply chain and, more specifically, for the implementation of social and environmental standards, relations between enterprises and the supply chain are very complex. Suppliers are not always in a weak position. Sometimes the supplier is in a dominant market position (niche product). However, insofar as their influence allows, enterprises should ensure that their production processes are conducted in line with social and ecological standards.

23. Multinational enterprises (MNEs) with numerous suppliers at home and abroad can make most significant contributions by improving their sustainability impact outside their in-house operations. The engagement of small and medium sized enterprises (SMEs) in CSR in the supply chain is equally important as they account for the majority of business and employment worldwide. Good corporate citizenship is a prominent CSR feature of enterprises which represent well-known brands.

24. Participants took note of good practice examples in supply chain management but, at the same time, pointed out practical difficulties, in certain cases even unwillingness to implement CSR in the supply chain, whenever the sphere of influence of the enterprise vis-a-vis a supplier diminishes. Auditing plays an important role in successful supply chain management.

25. In particular with regard to CSR in the supply chain, state regulation and voluntary CSR initiatives should complement each other.

26. As a main result of the discussion, participants acknowledged that the need to bring greater transparency to the supply chain is a challenge faced by large and smaller companies all around the world. An intensified dialogue between governments, social partners and the enterprises in the supply chain would be indispensable to clarify the respective responsibilities of all actors involved.

III. CSR: Competitive and Location-Specific Advantage versus Alleged Protectionism
(Further details may be found in Annex C.)

27. Panellists and delegates stressed that good CSR strategies can create competitive and location-specific advantages as well as ethical differentiation while giving a social and ecological face to globalisation. CSR is crucial for trust and reputation in the

market and is increasingly proving to be a sustainable investment targeting for economic and social development.

28. CSR ideally does contribute to the improvement of social and environmental standards and is not a tool for protectionism which creates barriers for developing and threshold countries' enterprises to access markets.

29. An important step to avoid protectionist measures is to foster fair competition: States should ensure that equal conditions and obligations apply to all companies while promoting CSR strategies in this spirit.

30. Discussants pointed out the need to take fears in this context seriously, to inform about CSR appropriately and to develop counter measures in case CSR should be misused for protectionist aims.

31. As a major result of the discussion, participants affirmed the necessity to overcome the alleged protectionism by encouraging and assisting enterprises and governments to adopt CSR policies as a tool for free and open global trade, economic growth and socially sustainable development. CSR was one of the main tools for the race to the top.

Future Process and Cooperation

32. Participants agreed to continue the "Potsdam CSR-Process" at a technical level including enterprises, social partners and experts by creating a network and workshop on CSR.

33. This process is to result in detailed recommendations to be fed into the 2010 ASEM Labour and Employment Ministers Meeting.

34. Furthermore a website for the entire ASEM LEMC cooperation was suggested.

35. ASEM delegates and partners expressed their appreciation to the German authorities for their excellent arrangement of the meeting and the warm hospitality offered by the Land of Brandenburg and the people of Potsdam.

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High Level ASEM – CSR Conference 2009
Report of Working Group 1 on International Instruments and National Experiences to promote CSR

The Working Group on "International Instruments and National Experiences to Promote CSR" met on 16th March 2009. The discussion was moderated by the Netherlands with panellists at the head table from Malaysia, Poland, the European Commission, the International Labour Organisation (ILO), the Organisation for Economic Cooperation and Development (OECD), the United Nations Global Compact (UNGC), the Global Reporting Initiative (GRI) and the International Standardisation Organisation (ISO).

As key result, discussants agreed that the international instruments and initiatives should play a crucial role in CSR by providing a conducive framework for a stakeholder dialogue as well as advanced sustainable development and monitoring compliance. CSR offers an important set of tools to cope with the global crisis, which can help to keep people in the labour market in the short run and can be used as part of a remedy to the crisis providing for better working conditions (economically, ecologically and socially) in the future.

The recommendations and observations emerging from the discussions are as follows:

A. Recommendations and Observations by the Chairman and Panellists:[1]

1. Central international instruments and initiatives
   - These instruments are the basis for constructive dialogue as they can serve as useful points of reference for universal principles and their differing CSR activities and audiences.
   - The application of international CSR instruments should be implemented taking into account the diversity regarding cultural and regional values as well as enterprises' own particular culture and operational styles.
   - CSR standards are facing a lack of compliance and therefore must be promoted by all stakeholders. Regulation could make CSR standards and their central instruments more binding and thus lead to more compliance in companies.
   - CSR instruments provide tools to tackle the global crisis and should be part of a coordinated solution. As a consequence, CSR should be established in a post-crisis global world.
2. Application of the international instruments and initiatives and success of international CSR instruments; reporting and monitoring mechanisms
   - The size of the companies involved and their economic contexts should be taken into account, with freedom of choice as to the methods used.

[1] Moderator: Mr. *Lauris Beets*, Director International Affairs, Ministry for Social Affairs and Employment, The Netherlands; Panellists: Ms. *Junaidah Kamarruddin*, Head of International Division, Ministry of Human Ressources, Malaysia, Mr. *Radoslaw Mleczko*, Vice Minister of Labour and Social Policy, Poland, Mr. *Nikolai Rogovsky*, Senior Specialist, Job Creation and Enterprise Development Department of the International Labour Office (ILO), Mr. *Michael Morass,* Head of Division "International Affairs and Enlargement", European Commission, Mr. *Aart de Geus,* Deputy Secretary-General, Organisation for Economic Cooperation and Development (OECD), Mr. *Matthias Stausberg*, Spokesman, United Nations Global Compact (UNGC), Ms. *Theresa Fogelberg*, Deputy Chief Executive, Global Reporting Initiative (GRI) and Mr. *Kevin McKinley,* Deputy General-Secretary, International Standardisation Organisation (ISO).

- International CSR instruments only provide a framework. Companies and other stakeholders must apply these according to their cultural, social, economic and ecological situation. Implementing standardization instruments (e.g. ISO 26.000) is nevertheless possible.
- It is necessary to have more guidance on CSR and implant its instruments for social partners, company managers and other stakeholders to make CSR instruments better known and
- OECD national contact points have helped to solve problems with the implantation of CSR instruments and given support to employers and employees.
- There is already an increasing number of companies and public agencies that issue annual sustainability reports based on the GRI reporting guidelines. Governments could act as awareness raisers and promoters of sustainability reporting and GRI guidelines.

3. National and enterprise-specific experience
   - CSR can provide short-term and long-term solutions for the current global crisis.
   - More and more SMEs become multinational companies and often do not comply with CSR standards at their new locations.
   - More SMEs need to implement CSR instruments and initiatives.
   - There exists no "one size fits all" CSR strategy. The decision on which CSR instruments are useful in a national context depends on the stage of development of CSR instruments in the respective country, region or sector.
   - Civil Society as a “voice” needs to be supported. The dialogue between social partners and other stakeholders must be strengthened.
   - CSR standards and instruments need more regulation.

B. Recommendations and Observations by Delegates

- CSR instruments can help to tackle the problems of the current economic and financial crisis. Especially long-term solutions can be found within the framework of the CSR international instruments and initiatives.
- CSR instruments must not be static, but need maintenance. Therefore international guidelines will be reviewed in 2010.
- The crisis should be seen as a chance to make CSR part of a new identity in a new and better global world.
- The CSR instruments work as a multi-focus approach with synergies between ILO, ISO and OECD.
- Compliance is a central question of CSR, but mandatory regulation is a political decision to be taken by each country.
- Promotion of CSR instruments and initiatives in different regions taking into account local conditions.
- Dialogue among social partners is ideal to implement CSR instruments, but they are often not so future-oriented. Training of social partners (especially unions) is crucial for a fair social dialogue on CSR.
- Use media and civil society to demand more transparency from companies. Disclosure standards provide for a better transparency of companies.
- Support civil society as a “voice”.

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High Level ASEM – CSR Conference 2009
Report on Working Group 2 on CSR in the Supply Chain

The Working Group on "CSR in the Supply Chain" met on 16th March 2009. The discussion was moderated by Puma with panellists at the head table from Thailand, Italy, Romania, BASF, Tata Consultancy Services, Volkswagen AG and the Regional Organisation of the International Trade Union Confederation for Asia and the Pacific (ITUC-AP).

As a main result of the discussion, participants acknowledged that the need to bring greater transparency to the supply chain is a challenge faced by large and smaller companies all around the world, and that an intensified dialogue among governments, social partners and the enterprises in the supply chain would be indispensable to clarify the respective responsibilities of all the actors involved.

The recommendations and observations emerging from the discussions are as follows:

A. Recommendations and Observations by the Chairman and Panellists:[1]

1. Corporate responsibility
   - CSR extends beyond enterprises' responsibility for workers and production and includes environment and community.
   - Enterprises also assume considerable responsibility vis-à-vis society as a whole as well as vis-à-vis customers, social partners, shareholders and consumers.
   - Cultural differences matter as the local background must be taken into account.
2. CSR in the supply chain; differences regarding MNEs and SMEs; best practice
   - Responsibility for the supply chain should increase with an increasing number of national and international suppliers, with increasing size or market leverage.
   - The review and oversight of the main suppliers by the contracting or customer enterprise is an important aspect of CSR.
   - CSR requirements of buyers may go beyond legal obligations in the supplier's country.
   - Inefficiencies have emerged as a result of the fact that buyers' CSR standards may overlap.
   - Although suppliers in different national and industrial settings seem to face many of the same challenges, important local and industrial specific features need to be taken into account.
   - Auditing as an essential element in the context of supply chains is more difficult for SMEs than MNEs.
3. Government action, regulation

[1] Moderator: Mr. *Reiner Hengstmann,* Global Head Environment & Social Affairs, Puma Panellists: Mr. *Phaitoon Kaeothong*, Minister of Labour, Thailand, Mr. *Alexandru Fratean*, Secretary of State, Ministry of Labour, the Family and Equal, Opportunities, Romania, Mr. *Raffaele Tangorra,* Director General for Social Inclusion, Social rights and for Corporate Social Responsibility, Ministry for Labour, Health and Social Affairs, Italia, Ms. *Tanja Castor*, Senior Manager, BASF Sustainability Center, Mr. *Girish Ramachandran*, Director and Head of TCS Europe, Tata Consultancy Services, Mr. *Noriyuki Suzuki*, Secretary General, Regional Organisation of the International Trade Union Con-federation for Asia and the Pacific (ITUC-AP) and Mr. *Gerhard Prätorius* Director for CSR and Sustainability, VW AG.

- CSR should by no means replace the duty of governments to meet their legal obligations by enacting and enforcing appropriate regulations as is often the case.
- Governments should stimulate communication and take the role of an agent for change.
- All parties involved must employ other means of implementation, including capacity building and worker empowerment, to ensure improved workplace standards.
- Governments should engage in a tripartite dialogue.

B. Recommendations and Observations by Delegates

- Strengthening labour inspection
- Respecting cultural differences in CSR
- Implementing the Decent Work Agenda
- Disseminating CSR requirements in the supply chain
- Mutual learning between buyers and suppliers
- Strengthening the state's role vis-a-vis private sector auditing
- Leading role for governments in socially responsible procurement

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High Level ASEM – CSR Conference 2009
Report on Working Group 3 on CSR: Competitive and Location-Specific Advantage versus Alleged Protectionism

The Working Group on "CSR: Competitive and Location-Specific Advantage versus Alleged Protectionism" met on 17th March 2009. The discussion was moderated by the International Organisation of Employers (IOE) with panellists at the head table from the ASEAN Secretariat, Japan, the Movement of French Employers (MEDEF), Asia-Pacific Henkel Limited, Henkel AG & Co. KGaA, the Henkel AG & Co. KGaA Workers Council and the ASEAN Service Employees Trade Union Council (ASETUC).

As major result of the discussion, participants affirmed the necessity to overcome the alleged protectionism by encouraging and assisting enterprises and governments to adopt CSR policies as a tool for free and open global trade, economic growth and socially sustainable development.

The recommendations and observations emerging from the discussions are as follows:

A. Recommendations and Observations by Chairman and Panellists:[1]

1. CSR as competitive and location-specific advantage at enterprise-level, local and national level
   - Enterprises that include and implement CSR in their strategic management can enhance their core business since they thereby respond to consumer expectations, become more attractive for new staff and retain employees, and simultaneously improve their reputations with stakeholders and consumers.
   - The significance of CSR should not be underestimated particularly in view of the demographic developments in many countries. The creation and implementation of decent working conditions in the framework of a socially responsible company management help to tie qualified and highly motivated employees to the company for longer terms and also contribute to the company's market position. Thus CSR has a direct impact on the company's productivity and competitiveness. Ultimately, the implementation of CSR increases consumers' acceptance of the goods and services produced and can therefore be considered as a hallmark of quality.
   - CSR must increasingly be recognised as a core element of company philosophy also as regards the role of trade unions which, when actively involved, could support a sustainable development and hence contribute to the success of the business.
   - CSR will only be successful if we ensure a broad involvement of social partners, NGOs and civil society. Only in this way will CSR advance beyond the blueprint stage in some companies and countries and make an important contribution to the

[1] Moderator: Ms. *Renate Hornung-Draus*, Vice President Europe, International Organisation of Employers (IOE), Panellists*: Ms. Soeung Rathchavy*, Deputy Secretary General, The ASEAN Secretariat, Mr. *Emanuel Julien*, Deputy Director of European and International Social Affairs, Movement of French Entreprises (MEDEF), Mr. *Werner Krieger*, Senior Vice President of Human Resources and Corporate Communications, Asia-Pacific Henkel Limited, Mr. *Ernst Primosch*, Head of Corporate Communications**,** Henkel AG & Co. KGaA, Mr. *Winfried Zander*, Chairman, Henkel AG & Co. KGaA Workers Council, and Mr. *Christopher Ng*, General Secretary, Union Network International Asian Regional Organisation (UNI-Apro)/ ASEAN Service Employees Trade Union Council (ASETUC).

economic and social development of society. Social partnership and transparency are key factors for the success of CSR when linked to active support from governments.

- There needs to be a better integration between voluntary approaches and law to replace the present situation where voluntary initiatives are often seen as an alternative to legal instruments.
- CSR has economic, ecological, social, cultural and hence universal dimensions that must all be respected in its implementation particularly against the backdrop of the global economic and financial crisis. The latter underlines that CSR is necessary to actively shape the social dimension of globalisation which is more urgently needed than ever before and must reach the minds of people.

2. CSR requirements as a disguise for protectionist intent
   - CSR includes many elements that may rightly be expected by employees, suppliers, customers, consumers, and the municipalities where the enterprises are located, and can lead to the transfer and harmonisation of framework conditions.
   - CSR and protectionism preclude each other, since CSR is a voluntary initiative, a commitment to globally shared values with the aim of achieving a sustainable social, economic and ecological development.

B. Recommendations and Observations by Delegates

- CSR is not only a matter for multinational companies, but is also relevant for small and medium enterprises worldwide which should be introduced to the system with the support of social partners and governments.
- There is a growing interest in CSR worldwide as reflected not only by the increase in voluntary agreements but also by the growing numbers of sustainability reports by companies.
- Cultural differences are not an obstacle for a universal implementation of CSR. Fundamental social rights and human rights apply across national boundaries.