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# OECD Membership and the Values of the Organisation

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### Executive Summary

Becoming a member of the OECD is a complex procedure which goes beyond signing its founding Convention. Countries wishing to become OECD members must demonstrate a “readiness” and a “commitment” to adhere to essentially two fundamental requirements: (i) democratic societies committed to rule of law and protection of human rights; and (ii) open, transparent and free-market economies.

OECD criteria membership has been addressed by several OECD Ministerial Council Meetings (MCMs). At the MCM 2017, the OECD adopted a *Framework for Consideration of Prospective Members*. The Framework requires adherence, “progress towards” adherence and/or membership of a dozen OECD rules-based market instruments (on tax avoidance and tax evasion, corporate governance, foreign investor protection, etc.). By contrast, the Framework offers only an indicative list of indicators to measure the country’s commitment to OECD values on rule of law, public integrity and human rights.

The current Framework for prospective members could be improved by (i) ensuring the current list of indicators are effectively taken on board, not treated as an indicative list and (ii) adding additional criteria to assess a Prospective Members’ performance on workers’ rights.

In this paper, the indicative list of the Framework, plus two additional workers’ rights-related indices are applied to current members of the OECD and to countries that are, or may in the future be, involved in an OECD accession process.

The outcome suggests that several countries, including current Members, would perform poorly if such an enhanced Framework were to be applied, and that indeed some Member Countries perform poorly under the existing Framework.

Accordingly, future pre-accession processes should rigidly apply criteria on rule of law, human and labour rights. The findings of this paper also indicate that there is a need for the Organisation to give much greater priority to issues concerning the effective rule of law and the observance of human rights.

Opportunity should be given to trade unions, other civil society organisations of Prospective Members, and the OECD’s institutional stakeholders, including the TUAC, to provide inputs in the pre-accession phase and beyond, on issues related to the rule of law and respect for human rights, ensuring that these inputs are taken into account.

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## Introduction

1. Becoming a member of the OECD is a complex procedure which goes beyond signing its founding Convention<sup>i</sup>. While the Convention remains the foundation for membership, and in particular its decision-making modalities, the Organisation has undertaken a number of internal reflection exercises to ensure that countries wishing to join the OECD align with its vision and principles, even as they have evolved over time.

2. Twenty of the thirty-six current OECD members are founding members. Four countries joined within a decade of the Organisation's creation (Australia, Finland, Japan, and New Zealand). Another round of accession requests coincided with the end of the Cold War: five countries joined in the mid-1990s (Czech Republic, Hungary, Korea, Mexico) and one country joined in 2000 (Slovak Republic). Four countries joined in 2010 (Chile, Estonia, Israel, Slovenia); more recently Latvia joined in 2016 and Lithuania in 2018, with two countries still in an accession process (Colombia and Costa Rica). Accession proceedings with Russia have been halted.

3. OECD membership is based on certain criteria, which allow existing members to assess countries wishing to join. This assessment takes place during the accession process. Countries wishing to become OECD members must demonstrate a "readiness" and a "commitment" to adhere to essentially two fundamental requirements: (i) democratic societies committed to rule of law and protection of human rights; and (ii) open, transparent and free-market economies. The criteria have been addressed in a number of OECD Ministerial Meetings:

- in 1990, the OECD Ministerial Council Communiqué identified "the basic values which are common to the OECD countries: pluralistic democracy, respect for human rights, and a competitive market economy";
- in 2004 the OECD adopted a "Strategy for Enlargement and Outreach" (a.k.a the Noburu report<sup>ii</sup>). The report provided some additional criteria by which to judge a country's alignment to the OECD values, which still inform the pre-accession process to date: like-mindedness (shared values), significant player (contributes to the advancement of the Organisation), mutual benefit (membership is mutually advantageous) and global considerations (regional balance of membership);
- In 2007, the Organisation's mission was defined as "promoting peace, stability, prosperity and democratic values through sound economic policies and good

governance” and the Ministerial “invited the Organisation to remain true to its founding vision and high standards”.

4. More recently in 2011 for the 50<sup>th</sup> anniversary of the Organisation, the Ministerial declared that “*OECD Members form a community of nations committed to the values of democracy based on the rule of law and human rights, and adherence to open and transparent market economy principles*” and that “*The Organisation’s essential mission is to promote stronger, cleaner, fairer economic growth and to raise employment and living standards. We rely on it to do so by identifying key economic, social and environmental policy challenges and designing policies to improve the well-being of people around the world*”.<sup>iii</sup>

## **The framework for prospective members**

5. The accession process can be viewed in two parts: (1) a pre accession evaluation and (2) accession proceedings built on a tailor-made country roadmap, culminating with final political decision. On the basis of how a country performs in its pre-accession evaluation, the Council will decide whether to open accession proceedings with the requesting country, at which point a country specific roadmap is established with a view to bringing the country fully in line with the OECD’s vision, in principle and in practice. This effectively entails becoming a signatory to OECD Legal Instruments and Standards and making domestic reforms to ensure adherence to the instruments and standards at a national level.

6. With respect to the pre-accession evaluation, at the MCM 2017, the OECD adopted a *Framework for Consideration of Prospective Members*<sup>iv</sup> which is a critical step in the process. The *Framework* for initiating accession negotiations is based on the following five components:

- 1) State of Readiness (including adherence or “progress towards adherence” to several OECD instruments and “ability” to effectively participate in OECD committees and outreach programmes);
- 2) Country’s commitment to OECD values and Membership Obligations;
- 3) Institutional Framework (a country’s system of government is evaluated, including its various functional branches);
- 4) Key Economic Indicators (a country’s economic performance is evaluated over the last half decade and compared to the OECD member average.);
- 5) Relations with the OECD (whether it already participates in various bodies, adheres to legal instruments as a non-member).

### *Adherence to OECD rules-based market instruments*

7. The evaluation of a country’s “State of Readiness” to join the OECD is in some part a technical and legal exercise. At this point in the pre-accession process a country is evaluated on its ability to adhere to the legal instruments and standards of the OECD (now and in the future), its ability to actually carry out the accession process (financially) and obligations of membership in the various committees, and its standing in other multilateral settings.

8. The OECD instruments and initiatives for which adherence, progress towards adherence and/or membership are expected are the following:

- Declaration on International Investment and Multinational Enterprises;
- Policy Framework for Investment;
- Convention on Combating Bribery of Foreign Public Officials in International Business Transactions;
- Corporate Governance Principles;
- Membership of the Global Forum on Exchange of Information and Transparency for Tax Purposes;
- Membership of the Inclusive Framework on BEPS;
- Code of Liberalisation of Capital Movements;
- Code of Liberalisation of Current Invisible Operations Access to information;
- Recommendation on Good Statistical Practice; and
- Recommendation on Principles for Internet Policy Making.

#### *An indicative list of indicators to measure commitment to OECD Values*

9. The second pillar of the *Framework* evaluates a country's commitment to OECD values. This assessment is based on a set of indicators measured against the OECD average. Unlike the first pillar on "State of Readiness", the *Framework* does not propose a definitive list of indicators. A footnote, however, gives an indicative list of indicators:

- The OECD FDI Restrictiveness Index;
- The Rule of Law Indicators of the World Justice Project;
- The Human Development Index of UNDP;
- The United Nations Human Rights Dashboard; and
- The Corruption Perceptions Index of Transparency International.<sup>v</sup>

10. The OECD's FDI Regulatory Restrictiveness Index aims to assess a country's rules on FDI by looking at "foreign equity restrictions; discriminatory screening or approval mechanisms; restrictions on key foreign personnel and operational restrictions." It conducts this analysis in all OECD and G20 Countries and has produced the index annually, since 2010, giving a 0 (open) to 1 (closed) score.

11. The World Justice Project Rule of Law Index conducts annual household and expert surveys in 113 countries and jurisdictions (in 2016) in an effort to demonstrate how the rule of law is experienced and perceived in practical, everyday situations by the general public worldwide. The index measures nine factors: Constraints on Government Powers, Absence of Corruption, Open Government, Fundamental Rights, Order and Security, Regulatory Enforcement, Civil Justice, and Criminal Justice. On this basis it scores on a scale from 0 (weak rule of law) to 1 (strong rule of law) and ranks them.

12. UNDP's Human Development Index (HDI) was established as an alternative approach to measuring development that goes beyond economic indicators, and is instead rooted in assessing human progress. The HDI compiles data that measure three key dimensions of human development: (i) a long and healthy life; (ii) being knowledgeable; and (iii) having a decent standard of living. It then scores on a scale from 0 (low human development) to 1 (very high human development), ranks countries, and groups them into four categories (Very High, High, Medium, and Low human development).

13. The Universal Human Rights Index (UHRI) seeks to demonstrate States' compliance with human rights conventions. The Index refers to "Concerns/Observations" and "Recommendations" of the different organs of the UN human rights protection system, which are the Treaty Bodies established under the international human rights treaties, the Special Procedures, and the Universal Periodic Review (UPR) of the Human Rights Council. Each concern/observation and recommendation is presented in the index and easily accessible. The UHRI does not rank or score countries, but provides information on a country-by-country basis on the respect and protection of universal human rights, and in particular the fundamental freedoms.

14. The Transparency International Corruption Perception Index is a composite Index that compiles information from surveys of experts and business to assess the degree of perceived public sector corruption. In 2017, the index scored on a scale of 0 (highly corrupt) to 100 (very clean) and ranked 180 countries.

### **Measuring commitment to fundamental workers' rights**

15. When the *Framework* was made public at the OECD Ministerial 2017, the TUAC reacted by stating that this "codification" of pre-accession criteria had taken "*an unsatisfactory turn by focussing on tangible requirements to observe the rights of foreign investors and of shareholders, while neglecting human rights and environmental and labour standards. Going forward, this needs to be re-framed accordingly to reflect the fundamental democratic values that lead to inclusive societies*"<sup>vi</sup>.

16. With respect to accession processes as a whole, a central concern for TUAC has indeed been ensuring a balanced application of accession criteria across the two fundamental pillars: democratic societies and open economies. In fact, OECD Members' and accession countries' commitment to the core values – including rule of law and human rights – has been mentioned in every TUAC statement to the OECD MCM since 2010<sup>vii</sup>. Ensuring a robust pre-accession framework on rule of law, human and labour rights would be warranted irrespective of the specific terms of reference of the roadmap that would follow once the Prospective Member is invited to start Accession Negotiations.

#### *Fundamental workers' rights*

17. While the current indicative list of indices provides a good basis on which to evaluate a country's record as a democratic society, its respect for human rights and the rule of law, there is an important element of human rights generally not covered by these indices, which is the respect of fundamental workers' rights. These are defined in the 1998 ILO Declaration on Fundamental Principles and Rights at Work. The Declaration covers four fundamental rights, which are codified in eight ILO Conventions<sup>viii</sup>. In that respect, it should be highlighted that all countries, both prospective countries and existing OECD Member Countries, are expected to ratify and effectively implement and observe the ILO's Fundamental Conventions.

18. The case of South Korea provides the rationale for including additional criteria on workers' rights in the pre-accession phase. Korea joined the OECD in 1996 upon the commitment to reform its labour law. On the 9 October 1996, prior to joining the OECD, the Korean Government wrote a letter to the OECD confirming "*its commitment to reform existing laws and regulations on industrial relations in line with internationally accepted standards, including those concerning basic rights such as freedom of association and collective bargaining.*" However, shortly afterwards a new law was introduced and that weakened labour rights – the Trade Union and Labor Relations Adjustment Act (TULRAA). A Special Monitoring Process was set up by the OECD. Some progress was achieved during the monitoring process. When the process was terminated in 2007, however, Korea was still far from having fulfilled its commitment to the OECD to bring its labour law in line with international standards.

19. Colombia provides a more recent illustration of the need to give greater priority to human rights in the pre-accession evaluation. Despite the availability of comprehensive information – provided by TUAC as well as in the public domain – about assassinations and violence against Colombian trade unionists and other human rights defenders, and the high levels of impunity, the OECD Council made the decision to invite Colombia to start Accession Negotiations (OECD Ministerial, 29-30 May 2013). The inclusion of a principle on trade union rights and safety in Colombia's Accession Roadmap set an extremely important precedent. It also provided the basis for OECD engagement on these issues, not only with the Colombian Government but with the Colombian trade unions. Nonetheless, the gravity of the situation with regard to human rights should have provided grounds for not inviting Colombia to start Accession Negotiations.

#### *Additional indicators on workers' rights*

20. On this basis, future pre-accession assessments should consider additional sources of information covering workers' rights and a country's performance against the core ILO conventions. Two sources which could be used to this end and which are already available are the:

- Penn State University/ILO Labour indicators and;
- ITUC Human and Trade Union Rights index.

21. Penn State University and the ILO maintain a comprehensive database which provides assessments of "country-level compliance with freedom of association and collective bargaining rights that is comparable between countries and over time." The Labour Rights Indicators use textual sources of the ILO as the basis for 108 evaluation criteria by which countries are scored 0 (strong) to 10 (weak) and ranked on their protection of workers' rights.<sup>ix</sup>

22. The ITUC Global Rights Index aims to assess a countries degree of respect for workers' rights by collecting descriptive data and narrative information directly from national unions through an annually conducted survey. Qualitative information is coded against 97 indicators, which are derived from ILO Conventions and jurisprudence and are grouped into five categories: fundamental civil liberties; the right to establish or join unions; trade union activities; the right to collective bargaining; and the right to strike.

The 2017 survey covers 139 countries and scores them on scale from 1 (not regular violations) to 5 (no guarantee of rights).<sup>x</sup>

## **Applying rule of law and human rights criteria**

23. If we apply the indicative list included in the *Framework* plus the two additional workers' rights related indices, then we can see how OECD Members perform against the values and vision of the Organisation. The table shown in Annex I provides scores for all OECD Members, and for countries that are, or may be in the future, in an OECD accession process (in the formal accession process, countries in informal proceedings, future potential accession candidates and enhanced engagement countries).

24. The table clearly shows that there are countries that perform within range of the OECD average on most metrics, but would fall well below the OECD average on labour rights' indicators. It would therefore be appropriate to add this dimension to the *Framework*. The table also indicates that some prospective members would perform poorly under the existing *Framework*. Similarly, a few existing OECD members would perform well below the OECD average, if evaluated today under the existing pre-accession *Framework*. Further information and analysis for selected countries are provided in the section below.

### *OECD Member States*

25. Hungary performs below the OECD average on all indices, other than the FDI index, although the gap is not excessive. It is also listed in the ITUC Survey as "Rating 3" – countries where "regular violations of rights" occur.

26. Korea is relatively close to, or above, the OECD average on the existing indices. However, in relation to the labour rights indicators, South Korea performs below the OECD average. The country is listed as "Rating 5", which means no guarantee of rights, in the 2015, 2016 and 2017 Surveys of the ITUC. Concerns remain today regarding freedom of assembly and respect for fundamental labour rights<sup>xi</sup>.

27. Mexico performs well below the OECD average across the board, including on labour rights indicators. While the country is listed in the "Rating 4" category, in 2015 and 2016 Surveys, which refers to systematic violation of rights, it falls to "Rating 5" in 2017, which means that there is no guarantee of rights. The reason for the decline in 2017 is that Mexico is one of 11 countries included in a category where workers were killed for their trade union activity. The right to freedom of association, the right to collective bargaining, respect for trade union rights, and respect for the right of workers to join trade unions of their own choosing, are some of the demands of Mexicans workers.

28. On every index including the labour rights indices, Turkey performs well below the OECD average. Interference in strike actions, arrest and detention pressure on union activists, toleration of illegal anti-union pressure, limitations on fundamental rights, and police intervention in protests are some of the factors that negatively impact human rights in Turkey. Turkey was one of the ten worst countries for working people in 2016 and 2017, according to the ITUC Global Index.

## *Partner countries*

29. Argentina's performance against the different indices is varied, though it is below the OECD average on all counts, other than the FDI Index. While the gap is not extreme, some considerable progress would be required across the board to get closer to the OECD average. The country is listed in category of "Rating 3" countries in the 2015 and 2016 ITUC Index, meaning that there are regular violations of rights. However, its ranking decreased from "Rating 3" to "Rating 4" in the 2017 Index, mainly due to a spike in incidents of violent repression by the State and private security forces.

30. Brazil also performs below the OECD average on all indices. The country has a "Rating 4" in the ITUC Survey. There are grave concerns about core democratic principles, rule of law and the independence of the judiciary since the impeachment of President Dilma Rousseff. This occurs in a climate of increasing violence against human rights defenders, as highlighted in a statement from the UN Special Rapporteur who referred to the killing of prominent Afro-Brazilian human rights activist Marielle Franco as an attempt "to intimidate all those fighting for human rights and the rule of law in Brazil"<sup>xii</sup>. Most recently, the politicised persecution of former President Luiz Inácio Lula da Silva, his arbitrary arrest and imprisonment is in violation of the Brazilian Constitution, and further undermines democracy in Brazil<sup>xiii</sup>.

31. China performs well below the OECD average on all indices, including labour rights indicators. It is categorised "Rating 5" of the ITUC Index from 2015 to 2017 and is also included in the list of ten worst countries in the world for workers in the 2015 and 2016 Index. According to the 2017 Index, the main problems in China in terms of labour rights are discrimination, arrests, precarious work and the lack of due process.

32. Colombia performs significantly below the OECD average for all the indices, other than the FDI Index, for which its performance is above average. Colombian trade unions have provided a number of reports and data, most recently in February 2018, demonstrating the failure of the Colombian Government to fulfil its rule of law and human rights obligations, *inter alia*: continuing assassinations and violence against trade unionists and social activists; refusal and withdrawal of protection from trade unionists; persistently high rates of impunity for crimes against trade unionists; lack of progress on tackling informality and abusive sub-contracting; the need to strengthen labour inspection; and violations of the right to collective bargaining and the right to strike<sup>xiv</sup>.

## **Conclusion**

33. The above ranking and rating exercise points to the following conclusions with regard to the commitment to the rule of law and respect for human rights by Prospective Members as well as existing OECD Member Countries:

- First, with regard to Prospective Members, the existing Framework could provide the basis of a sufficiently robust system, if it were strengthened such that (i) the current indicators are effectively taken on board, and not only treated as an indicative list and (ii) the list is expanded by adding additional criteria to assess a Prospective Member's performance on workers' rights.



- Secondly, some OECD Member Countries are falling below the required OECD standards with regard to their commitment to the rule of law and protection of human rights, including workers' human rights. Members are expected to continue to uphold the core values of the Organisation – effective rule of law and observance of human rights should be considered a priority by the Organisation.

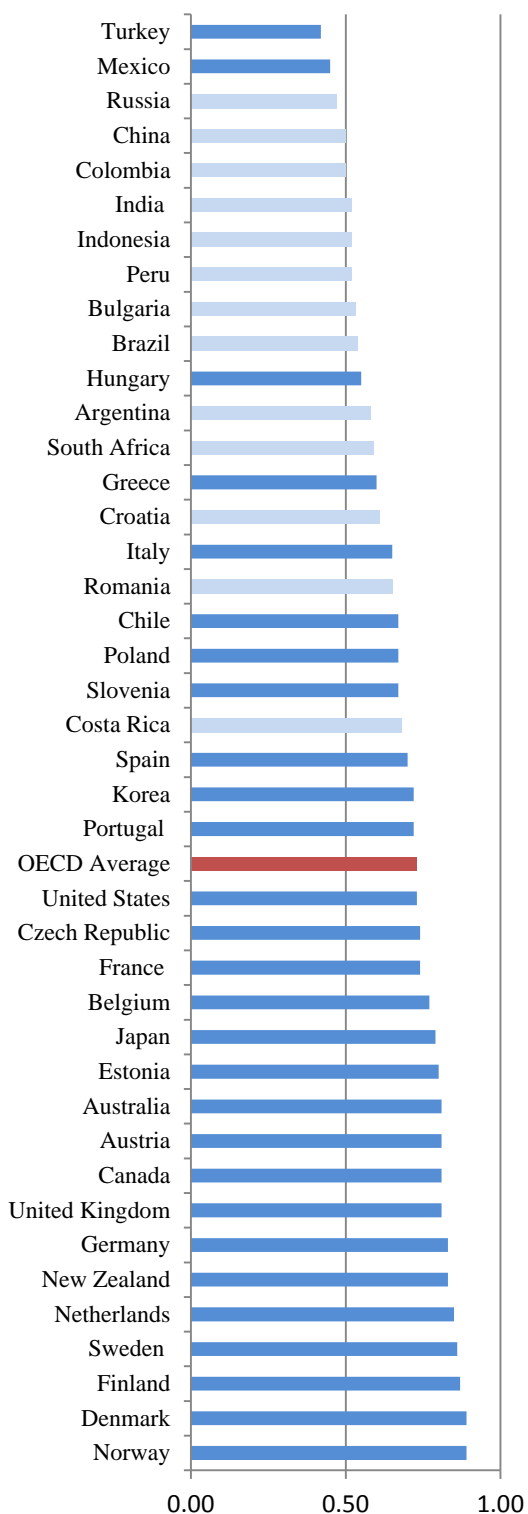
34. Indices on rule of law and human rights are useful instruments to help inform on countries "performance" in various field relative to their peers. But they have their own limitations and would need, for the purpose of the pre-accession assessment process, to be complemented by additional sources and inputs from relevant stakeholders. Opportunity should be given to trade unions, other civil society organisations of Prospective Members, and the OECD's institutional stakeholders, including the TUAC, to provide inputs in the pre-accession phase and beyond, on issues related to the rule of law and respect for human rights, ensuring that these inputs are taken into account.

## Annex I: Scoring of OECD and partner countries

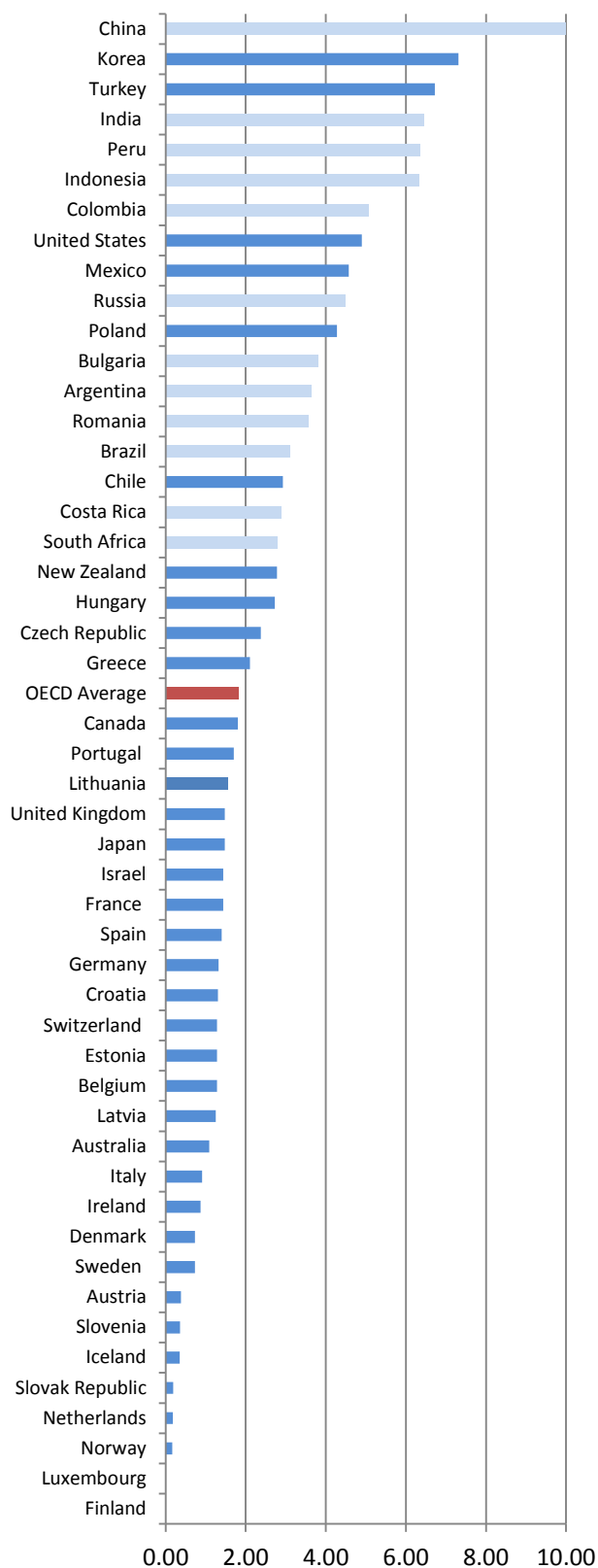
Country	Human Rights Report (Concerns/Observations)	WJP score	TI Score	HDI Score	FDI Index	PSU/ILO indicator	ITUC Survey
		2017-18	2017		2017	2015	2017
<i>Australia</i>	22	0.81	77	0.939	0.15	1.09	1
<i>Austria</i>	15	0.81	75	0.89	0.11	0.38	1
<i>Belgium</i>	None recent	0.77	75	0.90	0.04	1.28	2
<i>Canada</i>	15	0.81	82	0.92	0.17	1.80	2
<i>Chile</i>	22	0.67	67	0.847	0.06	2.93	3
<i>Croatia</i>	19	0.61	49	0.827	n/a	1.31	2
<i>Czech Republic</i>	19	0.74	57	0.878	0.01	2.38	2
<i>Denmark</i>	18	0.89	88	0.93	0.03	0.73	1
<i>Estonia</i>	None recent	0.80	71	0.865	0.02	1.28	1
<i>Finland</i>	15	0.87	85	0.895	0.02	0.00	1
<i>France</i>	19	0.74	70	0.90	0.04	1.44	1
<i>Germany</i>	16	0.83	81	0.93	0.02	1.32	1
<i>Greece</i>	20	0.60	48	0.87	0.03	2.11	5
<i>Hungary</i>	None recent	0.55	45	0.836	0.03	2.73	3
<i>Iceland</i>	13	n/a	77	0.92	0.17	0.35	1
<i>Ireland</i>	20	n/a	74	0.92	0.04	0.87	2
<i>Israel</i>	10	n/a	62	0.899	0.12	1.44	3
<i>Italy</i>	18	0.65	50	0.92	0.05	0.91	1
<i>Japan</i>	24	0.79	73	0.903	0.05	1.48	2
<i>Korea</i>	26	0.72	54	0.901	0.14	7.31	5
<i>Latvia</i>	17	n/a	58	0.83	0.03	1.25	2
<i>Lithuania</i>	13	n/a	59	0.848	0.03	1.56	2
<i>Luxembourg</i>	None recent	n/a	82	0.90	0.00	0.00	n/a
<i>Mexico</i>	None recent	0.45	29	0.762	0.19	4.57	5
<i>Netherlands</i>	None recent	0.85	82	0.92	0.01	0.18	1
<i>New Zealand</i>	22	0.83	89	0.915	0.24	2.78	2
<i>Norway</i>	None recent	0.89	85	0.95	0.09	0.17	1
<i>Poland</i>	19	0.67	60	0.855	0.07	4.28	4
<i>Portugal</i>	12	0.72	63	0.84	0.01	1.70	2
<i>Slovak Republic</i>	15	n/a	50	0.845	0.05	0.19	1
<i>Slovenia</i>	14	0.67	61	0.89	0.01	0.36	n/a
<i>Spain</i>	21	0.70	57	0.88	0.02	1.40	2
<i>Sweden</i>	19	0.86	84	0.91	0.06	0.73	1
<i>Switzerland</i>	None recent	n/a	85	0.94	0.08	1.28	2
<i>Turkey</i>	22	0.42	40	0.77	0.06	6.72	5
<i>United Kingdom</i>	21	0.81	82	0.91	0.04	1.48	4
<i>United States</i>	22	0.73	75	0.92	0.09	4.90	4
<b>OECD Average</b>		<b>0.73</b>	<b>68.00</b>	<b>0.89</b>	<b>0.07</b>	<b>1.81</b>	<b>2.30</b>
<i>Argentina</i>	18	0.58	39	0.827	0.03	3.65	4
<i>Brazil</i>	18	0.54	37	0.754	0.10	3.11	4
<i>Bulgaria</i>	None recent	0.53	43	0.794	n/a	3.82	3
<i>China</i>	15	0.50	41	0.738	0.33	10	5
<i>Colombia</i>	19	0.50	37	0.727	0.03	5.06	5
<i>Costa Rica</i>	19	0.68	59	0.776	0.05	2.9	2
<i>Indonesia</i>	28	0.52	37	0.689	0.32	6.32	5
<i>Peru</i>	23	0.52	37	0.74	0.08	6.36	4
<i>Romania</i>	None recent	0.65	48	0.802	0.01	3.56	4
<i>Russia</i>	20	0.47	29	0.804	0.19	4.48	3
<i>South Africa</i>	21	0.59	43	0.666	0.06	2.79	2

## Annex II: Ranking of OECD and partner countries

Rule of law: WJP Score (2017)



Workers' rights: PSU/ILO Labour indicators (2015)



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<http://www.oecd.org/general/conventionontheorganisationforeconomicco-operationanddevelopment.htm>

<sup>ii</sup> <http://www.oecd.org/globalrelations/globalrelationsstrategy/37434513.pdf>

<sup>iii</sup> <https://www.oecd.org/mcm/48064973.pdf>

<sup>iv</sup> Annex 1 of <http://www.oecd.org/mcm/documents/C-MIN-2017-13-EN.pdf>

<sup>v</sup> OHCHR Human Rights Index: <http://uhri.ohchr.org/en/summary/country> World Justice Project:

<http://data.worldjusticeproject.org/> Transparency International Corruption Perception Index:

[https://www.transparency.org/news/feature/corruption\\_perceptions\\_index\\_2017#table](https://www.transparency.org/news/feature/corruption_perceptions_index_2017#table) UNDP Human

Development Index: <http://hdr.undp.org/en/composite/HDI> OECD FDI Index:

<http://stats.oecd.org/Index.aspx?datasetcode=FDIINDEX#>

<sup>vi</sup> [https://tuac.org/wp-content/uploads/2017/07/1706t\\_mcm-comments.pdf](https://tuac.org/wp-content/uploads/2017/07/1706t_mcm-comments.pdf)

<sup>vii</sup> TUAC MCM statements: 2010 *“It is imperative that these values are respected by all OECD members, current and future. Applying these basic values and respecting workers’ rights, together with the “acquis”, must be conditions for membership of the Organisation”*; 2011 *“Build integrity with enlargement: ensure that OECD enlargement enhances the Organisation’s effectiveness by prioritising the respect of basic values of pluralist democracy and respect for human rights, as well as a competitive market economy”*; 2012 *“Ensure that basic values and the respect for workers’ rights, alongside the “acquis”, are conditions for membership of the Organisation”*; 2013 *“All members of the OECD share a commitment to the fundamental values of democracy, rule of law and human rights, which serve as the foundation of the like-mindedness of OECD Members. TUAC considers it essential that these issues are placed at the heart of the Accession process.”*; 2014 *“All members of the OECD share a commitment to the fundamental values of democracy, rule of law and human rights, which serve as the foundation of the like-mindedness of OECD Members. (...) All Member States respect fundamental principles and rights at work and ratify the eight core ILO Conventions”*; 2015 *“All members of the OECD share a commitment to the fundamental values of democracy, rule of law and human rights, which serve as the foundation of the like-mindedness of OECD members”*; 2016 *“OECD membership is committed to fundamental values: pluralist democracy based on the rule of law and the respect of human rights, adherence to open and transparent market economy principles and a shared goal of sustainable development. Civil liberties such as freedom of assembly, freedom of expression, and fundamental workers’ rights are essential elements of a pluralistic democracy and of the respect for human rights. All member and candidate countries should adhere to and observe the fundamental values of the Organisation”*; 2017 *“Re-affirm the fundamental democratic values of the OECD which all member and Accession countries should observe”*.

<sup>viii</sup> Freedom of association and collective bargaining: Convention 87 Freedom of Association and Protection of the Right to Organise (1948) & Convention 98 Right to Organise and Collective Bargaining (1949); Elimination of forced and compulsory labour: Convention 29 Forced Labour (1930) & Convention 105 Abolition of Forced Labour (1957); Elimination of discrimination in respect of employment and occupation: Convention 100 Equal Remuneration for Work of Equal Value (1951) & Convention 111 Discrimination in Employment and Occupation (1958); and Abolition of child labour: Convention 138 Minimum Age for Employment (1973) & Convention 182 Worst Forms of Child Labour (1999).

<sup>ix</sup> <http://labour-rights-indicators.la.psu.edu/scores> The complete methodology can be found here:

[http://labour-rights-indicators.la.psu.edu/docs/Method\\_paper.pdf](http://labour-rights-indicators.la.psu.edu/docs/Method_paper.pdf)

<sup>x</sup> <https://survey.ituc-csi.org/> The complete methodology can be found here: [https://survey.ituc-csi.org/IMG/pdf/methodological\\_framework.pdf](https://survey.ituc-csi.org/IMG/pdf/methodological_framework.pdf)

<sup>xi</sup> Global Unions solidarity mission to Korea: the need for an inclusive and sustainable growth model 10 April 2017 <https://tuac.org/news/global-unions-solidarity-mission-to-korea-the-need-for-an-inclusive-and-sustainable-growth-model/> Suppression of Labour Rights in the Republic of Korea and the fundamental values of the OECD 16 December 2016 <https://tuac.org/news/suppression-labour-rights-republic-korea-fundamental-values-oecd/>

<sup>xiii</sup> <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=22901&LangID=E>

<sup>xiii</sup> For the ITUC, *“Lula has become the target of a veritable judicial witch-hunt. (...) Rumors, inferences and selective investigative leaks are released with great fanfare, a true moral and political lynching. In the absence of proof, evidence or reliable witnesses, Lula’s persecutors submit the former president to a number of arbitrary constraints that violate not only his constitutional rights, but the principles of the democratic rule of law, threatening the entire society”* [https://www.ituc-csi.org/IMG/pdf/lula\\_en.pdf](https://www.ituc-csi.org/IMG/pdf/lula_en.pdf)

<sup>xiv</sup> “No Progress on Trade Union Rights and Safety in Colombia? No OECD Accession” say Colombian Trade Unionists <https://tuac.org/news/no-progress-trade-union-rights-safety-colombia-no-oecd-accession/>