

the basic difficulty to distinguish the culture-specific and the natural-universal nature of human being.

We could find out numerous prohibitions in national laws and regulations as well as international Conventions. As to the workplace, however, the following international Conventions emphasized prohibitions in their contents:

- prohibition of forced labour (ILO Conventions nos 29 and 105)
- minimum age for child labour (ILO Convention no 138)
- non-discrimination in employment or occupation (ILO Conventions nos 100 and 111; OECD Guidelines for Multinational Enterprises)
- bribery, corruption (OECD Convention on Combatting Bribery; OAS Convention Against Corruption; OECD Guidelines for Multinational Enterprises)
- improper political activities, unfair competition, political contributions, transgression of local laws and regulations (OECD Guidelines for Multinational Enterprises)

C) An Emphasis on Human Interests

Interests are definitely rooted in cultural contexts and the historical evolution of civilizations and are far from being identified to some element of human nature.

As to the workplace, the ILO Tripartite Declaration is the unique international Convention emphasizing human interests in that sense, insofar as it recognizes the need for creating employment opportunities, for security of employment, training of employees, promotion of social and economic welfare, safety and health in the workplace: all elements, even the latter, whose contents ultimately depend on national cultures in which business corporations operate.