



International
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► The ILO LEADER Programme

June 2024

Leading Employers in Action for Social and Environmental Responsibility

Programme overview

- **Objective:** Enhance the private sector's contribution to sustainable development through greater engagement and leadership of employer and business membership organizations (EBMOs) with national, regional, and global actors on environmental, social, and governance (ESG) strategies.
- **Timeline:** March 2024 – December 2025.
- **Implementation:** the programme is run by the ILO Bureau for Employers' Activities' (ACT/EMP).
- **Target audience:** employer and business membership organizations (EBMOs)
- **Participating countries:** Bolivia (Plurinational State of), Eswatini, Honduras, Morocco, Nigeria, Philippines, United Republic of Tanzania, and Viet Nam.
- **Funding source:** the ILO's Regular Budget Supplementary Account (RBSA).

Today, Environmental, Social, and Governance (ESG) performance significantly influences access to finance, investment decisions, and commercial relationships.

The ILO LEADER programme (Leading Employers in Action for Social and Environmental Responsibility) aims to enhance the capacity of employer and business membership organizations (EBMOs) to become ESG leaders, and to offer or improve ESG services to their business members. Ultimately, the ILO LEADER programme aims to support the private sector's contribution to sustainable development through greater engagement and leadership of EBMOs on ESG strategies.

ESG and the role of EBMOs

Expectations on companies to address and account for their ESG practices have increased considerably in recent years. ESG investing has become mainstream, and investments globally are expected to reach US\$ 50 trillion by 2025, one-third of the projected total assets under management.

EBMOs can play a role in helping members to respond by offering ESG training and advisory services, advocating for

the effective policies and regulations and building partnerships.

There is a growing body of evidence showing that adopting ESG strategies makes business sense. By becoming ESG leaders, EBMOs help national businesses to:

- Improve risk management.
- Attract investors or access financing.
- Win consumers and access new markets.

- ▶ Drive innovation.
- ▶ Stay ahead of regulations.
- ▶ Become more efficient.
- ▶ Attract and keep top talent.
- ▶ Enhance company reputation.
- ▶ Build strong community and government relations.

Programme overview

The ILO LEADER programme builds the capacity of EBMOs to provide leadership, deliver services, and advocate on ESG issues, fostering a more sustainable and resilient businesses and business environment. All support is needs-based, following surveys and assessments with those EBMOs participating directly in the programme.

The ILO LEADER programme supports EBMOs:

- ▶ To become **ESG leaders** by increasing their ESG related service offering to members including ESG tools, and training and advisory services.
- ▶ To become **ESG champions**, by collecting data and insights from their members to support evidence-based advocacy as well as support strategic communications that make the case for ESG action and provide recognition of member achievements.
- ▶ By building their **ESG network**, in other words linking EBMOs with relevant partners to strengthen training delivery and advocacy as well as foster peer-to-peer learning.



EBMOs worldwide can also benefit from the LEADER programme's support materials. These materials include:

- ▶ An ESG training course for adaptation to national contexts
- ▶ An ESG advisory service framework
- ▶ Advocacy templates and briefs.
- ▶ Communications materials to support increased visibility of action of EBMOs and their members.
- ▶ Knowledge sharing and peer-learning opportunities.

For more information:

- ▶ Contact the ILO ACT/EMP specialist in your region (contact details available [here](#)).
- ▶ Visit our webpage: <https://www.ilo.org/bureau-employers-activities>.

Contact details

International Labour Organization
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

T: +41 22 799 7378
E: actemp@ilo.org