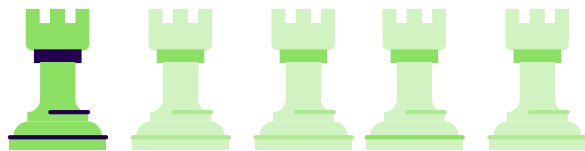




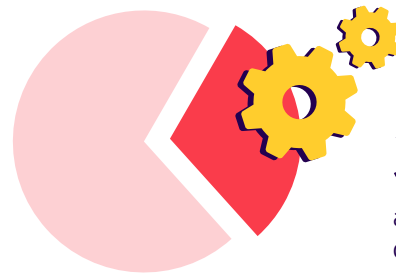
▶ Leading the ESG agenda: Global and regional insights for Employer and Business Membership Organizations

EBMOs are starting to “walk the talk”

Most EBMOs don't yet have a formal ESG strategy—but that's changing.



1 in 5 EBMOs have a dedicated ESG strategy today



Another
30%
are actively
developing one

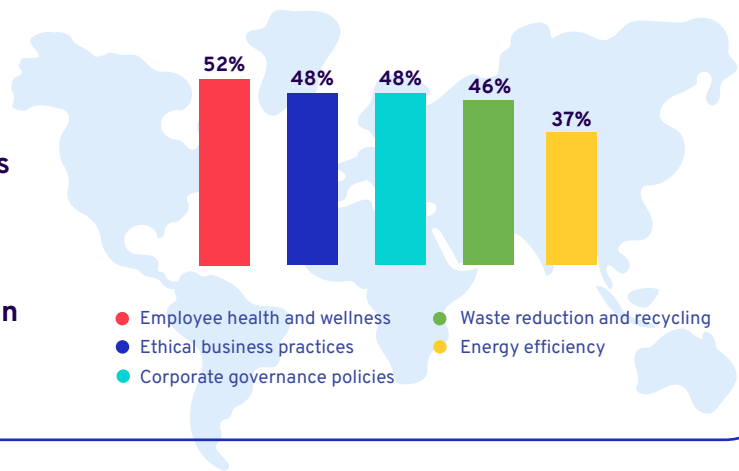
EBMOs' internal efforts to conduct ESG initiatives vary significantly by region.



Employee health and wellness is the most common initiative (except in Europe & Central Asia)



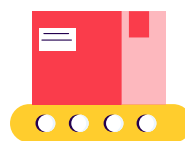
Recycling and waste reduction are practiced globally, although at a lower rate in Africa.



Over 50% of EBMOs now support businesses through ESG services that improve how they operate and perform.



Medium and large enterprises are the main users of ESG services.

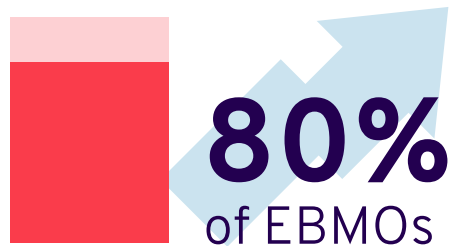


Manufacturing is the global front-runner in ESG demand.



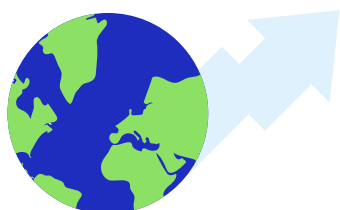
Over half of EBMOs worldwide report improved member engagement since they started offering ESG services.

Momentum is building



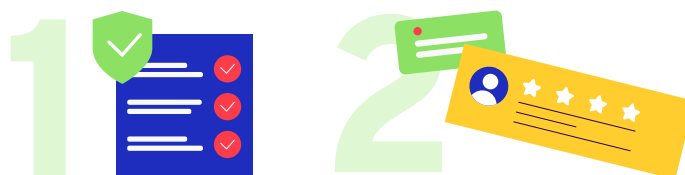
say demand has increased in the past 5 years

Four out of **five** EBMOs expect demand for ESG services to grow in the next 1 to 3 years.



Even in regions where demand has been low, **nearly all expect an uptick soon.**

The top two reasons why EBMO members utilize ESG services are **regulatory compliance** and **enhancing their corporate reputation.**



Increased awareness of ESG regulations and initiatives is the most frequently reported benefit by members using EBMOs' ESG services

More can be done by EBMOs to capitalize on the opportunity



40% of EBMOs

say lack of resources is the biggest hurdle to supporting members on ESG.



With the right funding models and sustainability strategies, EBMOs can expand into higher-value ESG services—deepening their impact, generating revenue, and leading the future of responsible business.

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