



International
Labour
Organization

ACT/EMP

The role of employer's organization in social dialogue

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The Business of Representing Business

- **EBMOs are institutions established to organize and advance the collective interests of employers, the private sector, and member companies.**
- **EBMOs offer services to their members and represent their membership's interests at national, regional and global debates.**

The Role of EBMO

EOs represent their members' interests: MW, working hours, labour market flexibility.

EOs guide their members in the right direction: CSR, Responsible Business Conduct, social protection.

Employer
Organizations

Amalgamated
Organizations

Business
Organizations

Social and labour policy:

- Industrial relations
- Employment
- Wages
- Social security
- Formality
- Responsible business conduct and sustainability
- Ease and cost of doing business
- Skills development

Trade and investment policy:

- Trade
- Taxation
- Banking and finance
- Infrastructure
- Intellectual property rights
- Responsible business conduct and sustainability
- Ease and cost of doing business

Employer's Organizations

Sectoral:	Indonesian Palm Oil Association (GAPKI)
National/Provincial:	APINDO National Management Board (DPN) 34 Provincial Management Boards (DPP) 298 District Management Boards (DPK)
Regional:	ACE (ASEAN Confederation of Employers)
Global:	International Organization of Employers (IOE)

Challenges in moving forward

- **Changing business environment** (Digital Innovation, Global economic integration, Demographics, Climate change, Skills)
- **COVID-19 crisis**
- ✓ EBMOs have adjusted their operations and services.
- ✓ EBMOs anticipate changes in membership as a sizeable proportion of their members is likely to become insolvent or struggle to stay afloat.
- ✓ EBMOs will suffer from a drop in income and, consequentially, they are taking on cost-cutting measures to counter the loss.

IOE's priorities in Asia and the Pacific

- **Sustainability of enterprises with clear focus on productivity**
- **Strengthening skill development systems for sustained economic growth and productive employment**
- **Support transition from the informal economy to the formal economy.**
- **Strengthen and support the development of social protection systems**

EFFECTIVE & EFFICIENT

Why social dialogue from employer's perspective?

- **Governments cannot deal with a major economic slowdown by themselves.**
- **Social dialogue includes all types of exchange of information between governments, workers, and employers on issues of “common” interest. It can take place at the national, sectoral and enterprise levels .**
- **Through information-sharing with social partners, the quality of policy design and strategies for crisis response and recovery can be enhanced.**
- **Social dialogue builds ownership and commitment to the policies, easing the way for their rapid and more effective implementation.**

Why social dialogue from employer's perspective?

- Social dialogue helps create the trust that is needed to overcome differences and enhance social cohesion and resilience.
- SD was considered essential to address issue of employment during the spread of the COVID-19 crisis across countries.
- Reinforcing SD will be a key-factor to plan the resumption of economic activities after the sanitary emergency, as well as to implement a new array of support measures aiming for the businesses and employment recovery, plus promoting a sustained economic recovery path.

Best practices of EBMOs in boosting SD

- **An EBMO assisted unions to have discussions with employers via digital meeting portals.**
- **An EBMO was able to obtain tri-partite consensus to wage agreement, to benefit its membership, as well as consider the employees' interests.**
- **An EBMO proposed and obtained consensus on a methodology to pay salaries to employees who were affected by the lockdowns - a breakthrough that protected thousands of jobs and livelihoods at a crucial time for the country**
- **EBMOs were able to push for forward-looking “win-win” settlements, for their members and employees, related to the contractual obligations during the lockdowns.**

If you want to go
fast,
go alone.



If you want to go
far,
go together

