



International
Labour
Organization



International Training Centre

Employer's Activities Programme

actempturin@itcilo.org



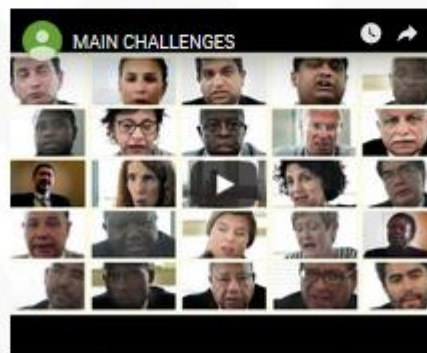
ACT/EMP
The Bureau for Employers' Activities

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers



Newly released video: EBMOs main challenges today and for the future



One of the central roles of the Programme for Employers' Activities is providing capacity-building support for ILO employers' constituents in the area of management of Employers' and Business Member Organizations.

In this context the key reference material so far has been The Effective Employer's

CORE TRAINING OFFER

The key reference material is **The Effective Employers' Organizations package**, a series of Guides structured around 5 key thematic areas



<https://www.itcilo.org/en/the-centre/programmes/employers-activities/employers-and-business-members-organization-package>



ACT/EMP
The Bureau for Employers' Activities



International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers

CORE TRAINING OFFER

GOOD GOVERNANCE



GUIDE

PPT

VIDEOS

CHECKLIST

OTHER TOOLS

LOBBYING AND ADVOCACY



GUIDE

PPT

VIDEOS

CHECKLIST

OTHER TOOLS

MEMBERSHIP DEVELOPMENT



GUIDE

PPT

VIDEOS

CHECKLIST

OTHER TOOLS

COMMUNICATION



GUIDE

PPT

VIDEOS

CHECKLIST

OTHER TOOLS

SERVICES



GUIDE

PPT

VIDEOS

CHECKLIST

OTHER TOOLS



ACT/EMP
The Bureau for Employers' Activities



International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers

ADDITIONAL TRAINING OFFER

Block 1 Strengthening EBMOs' Management Capacity

- Effective EBMOs
- Master Training on EBMOs.
- Membership Strategies.
- CRM Membership Data Base.
- Strategic Planning.
- Resource Mobilization and Project Design.
- EBMOs & Women Entrepreneurs.
- Strengthening Regional and Sectoral EBMOs.

Block 2 Improving EMBO's Service Offer & Delivery

- Developing & Delivering. Services for Members.
- Developing & Delivering Training Services for Members.
- Essentials on Occupational Safety and Health Service E-OSH.
- Export Promotion Services
- Industrial Relations Services.

Block 3 Enhancing EBMO's Policy Influence

- Evidence Based Strategic Policy Advocacy, Lobbying & Communications.
- Wage Determination.
- Macroeconomics for Social Negotiators.
- Productivity in the Workplace.
- Training and Skills Policies.
- Social Protection and Employers' Organizations.
- Social Dialogue and Negotiations Skills.

Block 4 Promoting Responsible Business Conduct

- Global Industrial Relations & Transnational Company Agreements.
- CSR and Core International Labour Standards.
- EBMOs & SDGs.
- Promoting Responsible Business Conduct in Supply Chains.



Promoting responsible business conduct in supply chain intermediaries

- Pilot project funded by the Walt Disney Company 2017-2020
- Aims at building EBMOs capacity to deliver training services to their members on:
 - Responsible Business Conduct (RBC);
 - Occupational Safety and Health (OSH).
- Overarching goal is to level the playing field and raise quality of standards of the suppliers or potential suppliers in the value chain for The Walt Disney Company (TWDC)
- The design of the training packages will be done around the 2 work streams
- The delivery will be blended:
 - 30h online
 - 5 days F2F
- A final exam and certificate will be issued to the successful participants



Essentials of Occupational Safety and Health



- 27 training packages for workers, supervisors and line managers
- Offered as a service by EOs after Training of Trainers
- Co-certification

Measuring Productivity



- Tools to measure productivity at enterprise level with insights on setting up productivity measurement services
- Analysis on the use of productivity variables in wage negotiations at national, sectoral and/or company level



NEW TRAINING OFFER



Employers and Business Member Organizations and Sustainable Development Goals: How to engage and the business benefits of doing so

The workshop will be structured upon three thematic axes:

1. Understanding the Sustainable Development Goals and the business case for engagement
2. Maximising private sector contribution to the achievement of SDGs
3. Helping private sector to harness the opportunities of the SDGs



ACT/EMP
The Bureau for Employers' Activities



International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers

NEW TRAINING OFFER



Employers and Business Member Organizations and Sustainable Development Goals: How to engage and the business benefits of doing so

The workshop will have two objectives:

- To raise awareness of EBMOs leaders and staff on the SDGs and the business case for engagement,
- To present and discuss ways for EBMOs to organize private sector contribution to SDGs in their country.

The workshop will be structured upon three thematic axes:

1. Understanding the Sustainable Development Goals and the business case for engagement
2. Maximising private sector contribution to the achievement of SDGs
3. Helping private sector to harness the opportunities of the SDGs



NEW TRAINING OFFER



Employers and Business Member Organizations and Sustainable Development Goals: How to engage and the business benefits of doing so

The workshop will be structured upon three thematic axes:

1. Understanding the Sustainable Development Goals and the business case for engagement
2. Maximising private sector contribution to the achievement of SDGs
3. Helping private sector to harness the opportunities of the SDGs



ACT/EMP
The Bureau for Employers' Activities

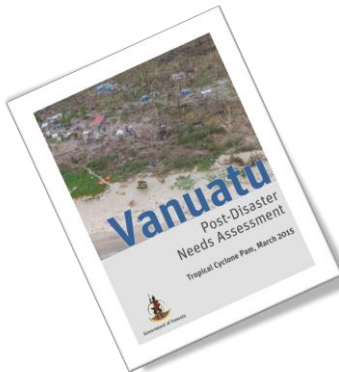


International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers

Tailored/Pacific Specific/Use local real life data and scenarios



	Disaster Effects (VT millions)			Share of Disaster Effects (%)		Lost Personal Income
	Damage	Losses	Total	Private	Public	VT millions
Productive Sectors	8,526	10,403	18,928	98	2	1,607
Agriculture	1,421	4,641	6,062	93	7	227
Commerce and Industry	1,196	2,152	3,348	100	0	487
Tourism	5,908	3,610	9,518	100	0	983
Social Sectors	14,339	630	14,969	67	33	-
Housing (Private)	9,452	440	9,893	100	0	-
Health	870	107	977	1	99	-
Education	3,908	79	3,987	0	100	-
Culture	109	3	112	100	0	-
Infrastructure Sectors	6,403	2,926	9,329	51	49	-
Transport	3,017	2,137	5,155	43	57	-
Public Buildings	532	12	544	0	100	-
Water	414	284	697	63	37	-
Energy	179	106	285	100	0	-
Communication	2,261	387	2,648	67	33	-
Cross-Cutting Sector	0	5,328	5,328	0	100	-
Environment	0	5,328	5,328	0	100	-
Grand Total	29,268	19,286	48,554	69	31	1,607

Disaster
preparedness



International
Labour
Organization



ACT/EMP
Bureau for employers Activities



International Training Centre



ACT/EMP
The Bureau for Employers' Activities



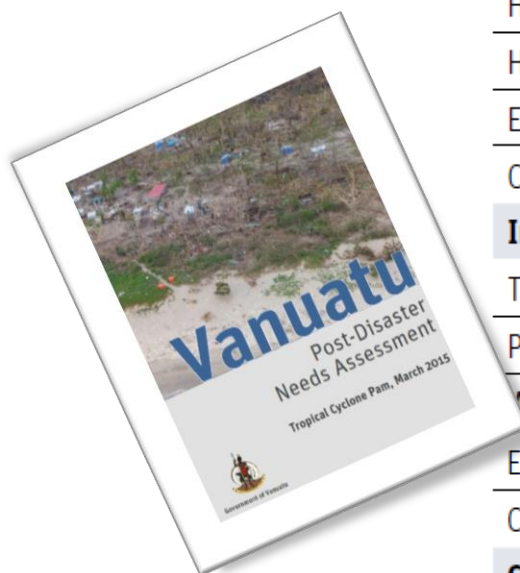
International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers

Tailored/Pacific Specific/Use local real life data and scenarios

	Disaster Effects (VT millions)			Share of Disaster Effects (%)		Lost Personal Income
	Damage	Losses	Total	Private	Public	VT millions
Productive Sectors	8,526	10,403	18,928	98	2	1,607
Agriculture	1,421	4,641	6,062	93	7	227
Commerce and Industry	1,196	2,152	3,348	100	0	487
Tourism	5,908	3,610	9,518	100	0	983
Social Sectors	14,339	630	14,969	67	33	-
Housing (Private)	9,452	440	9,893	100	0	-
Health	870	107	977	1	99	-
Education	3,908	79	3,987	0	100	-
Culture	109	3	112	100	0	-
Infrastructure Sectors	6,403	2,926	9,329	51	49	-
Transport	3,017	2,137	5,155	43	57	-
Public Buildings	532	12	544	0	100	-
Water	414	284	697	63	37	-
Energy	179	106	285	100	0	-
Communication	2,261	387	2,648	67	33	-
Cross-Cutting Sector	0	5,328	5,328	0	100	-
Environment	0	5,328	5,328	0	100	-
Grand Total	29,268	19,286	48,554	69	31	1,607



Resource persons from forefront of the pacific disaster/recovery



**Review actual effected
enterprises at the enterprise**

MAIN
ACTIVIT

INCLUSI

IMP

• Socio
SEC

Fiji Sugar
Corporation (FSC)
• Penang Mill
(Rakiraki)

STUDY VISIT CANVAS

BEFORE DISASTER BUSINESS FUNCTIONS

Before TC Winston, what were the enterprise's core functions?

- Collect Cane

- Processing of Cane

Distribution
- local consumption
- Export

FSC employs
300+ workers

* Farmers - Cane

Revenue Generation
- Fiji economy

180 Years old

1878
130 years

DURING DISASTER BUSINESS FUNCTIONS

During TC Winston, in what ways were the core functions of the enterprise altered?

- Damages to Cane Farms

- Damages to the Penang mill infrastructure

Shutdown of mill operations.

Revenue Loss - FSC

AFTER DISASTER BUSINESS FUNCTIONS

After TC Winston, what steps did the enterprise take to recover, maintain and/or expand its core functions?

Re-assess operational focus

Decommission the Penang Mill

Re-deployment of mill staff (Lakemba, Latakia)

- Dismantling of mill core parts for usage in other 3 mills.

Harvested cane transported to Lakemba & Latakia

Board Decision.
- Jan 2017
Penang Mill - Canceled operations.

- Need to prioritise routine maintenance of 3 mills.

2 mills still operational

DISASTER PREPAREDNESS OF BUSINESS FUNCTIONS

In preparation for the next disaster, what does the enterprise do to strengthen the resilience of its core functions?

- Contingency planning - BCP / prioritise



Future Farms
(Rooster)
Ba

STUDY VISIT CANVAS

PRE-DISASTER BUSINESS FUNCTIONS

Before TC Winston, what were the enterprise's core functions?

- Hatchery
- Abattoir
- Training for the Growers eg Vieti Hu
- Wholesale of Frozen chickens & chicken products eg Liver, Wings
- Supply of chicks to the Growers
- Supply Feeds
- Regular Mts with Growers/Staff
- Importing of chicks from NZ/UK
- Laying chickens from the Growers.

DISASTER IMPACT ON BUSINESS FUNCTIONS

During TC Winston, in what ways were the core functions of the enterprise altered?

- Roader Poultry: Core Functions were not altered as they had needed in mitigation means eg. cyclone proofing, generators, regular inspection
- There was minor material damages
- Business interruption period of 2 days.
- Staff continued coming to work from evacuation centres
- Management provided assistance to staff
- Chicks 2 days without water
- However chicks can survive 7 days without water if healthy. No loss of livestock.

RECOVERY OF BUSINESS FUNCTIONS

After TC Winston, what steps did the enterprise take to recover, maintain and/or expand its core functions?

- Conducted a team impact assessment
- Expansion
- Continued to expand
- Strengthen and engage more Growers within the surrounding areas
- Review OPERATING SCHEDULES (if necessary)
- Training & upskilling of local growers in the area.

DISASTER PREPAREDNESS OF BUSINESS FUNCTIONS

In preparation for the next disaster, what does the enterprise do to strengthen the resilience of its core functions?

- Fuel Shortage
- Total Veda Depot closed.
- They managed to pull supplies from Waini and Larkies fuel stations.
- Distribution of stocks to different branches around the country
- Long Term Strategy
- Negotiations with WAF on the building of Reservoir.
- Continuous Review of BCP
- Measures to improve resilience
- Emergency review of infrastructure
- Regular inspection of water & energy sources
- Having additional stock of materials (5-9 m3 buffer)
- Water recycling

Vieti Au
Cooperative
(Ba)

STUDY VISIT CANVAS

PRE-DISASTER BUSINESS FUNCTIONS

Before TC Winston, what were the enterprise's core functions?

- FEED CHICKS (BLOODS)
- GROWING CHICKENS
- SELLING CHICKENS (ROOSTER)

DISASTER IMPACT ON BUSINESS FUNCTIONS

During TC Winston, in what ways were the core functions of the enterprise altered?

- LOST 1000 CHICKENS
- LOST FEED (500 kg)
- CUTTING DAMAGE
- 4 mths No Ops
- TOTAL LOSS \$100 K
- No WAGES (ROOSTER) paid \$5000

RECOVERY OF BUSINESS FUNCTIONS

After TC Winston, what steps did the enterprise take to recover, maintain and/or expand its core functions?

- 1/2 - NEW WATER TANK
- COV. REPAIRED ROOF
- POWER FEA
- EXTENDED LOAN TO PAY FOR LOST FEED - CHICKS

DISASTER PREPAREDNESS OF BUSINESS FUNCTIONS

In preparation for the next disaster, what does the enterprise do to strengthen the resilience of its core functions?

- DIVERSIFY BUSINESS - PINEAPPLES
- TAKE OUT INSURANCE
- RELOCATE FEED AREA
- BUILD STORAGE FOR FEED
- WHEN KNOWN HURRICANE HEAD ON DELIVERY OF NEXT BLOOD
- Invest

KNOWLEDGE FAIR



ROUND 1

15:45-16:00

THE TONGA
DISASTER
RESPONSE
BRENDA

LOCAL ECONOMIC
DEVELOPMENT
AFTER WINSTON
KATALANA

THE FIJI BUSINESS
DISASTER RESILIENCE
COUNCIL
LEONARD

ROUND 2

16:05-16:20

THE ROLE
OF THE ILO
IN DISASTERS
EDWARD

TSUNAMI
RESPONSE IN
SAMOA
ANDREW

LOCAL COPING
STRATEGIES
(DISCUSSION)
MIKE & JULIAN

ROUND 3

16:25-16:40

ROOT CAUSES
VS PROXIMATE
OF DISASTER LOSS
MIKE

TUET ACCREDITED
COURSES
FOR DRM
TESS

MICROFINANCE
FOR RECOVERY
LESSONS FROM VANUATU
Julie-Ann



THANK YOU

Wade Bromley
Senior Employers Specialist
ILO Decent Work Team for East and South-East Asia and the Pacific



ACT/EMP
The Bureau for Employers' Activities



International
Labour
Organization

24-26 April 2019. Nadi, Fiji

www.ilo.org/employers