



International
Labour
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Employer's in the ILO

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AGENDA

1. The role of employers in the ILO

2. Technical & Policy Work

3. Challenges : *Looking Ahead*



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Role of employers in the ILO 100 years on: *Is it still important?*

1. The original rationale hasn't changed

- Why was the founding of the ILO considered important 100 years ago.. *inequality that led to war/conflict/poverty..*
- Need to equitably manage labour markets (in tech age)
- Bulwark against current nascent populism

2. Part of the collective strength of the organization

- Vast and unparalleled global network – *but do we maximize it?*

3. Role of PS in new UN development agenda

- Business/Growth/Opportunity
- The SDGs



New UN Development Framework : The 17 Sustainable Development Goals (SDGs)

- The SDGs have created the basis to consolidate/enhance private sector engagement on the recognition that

“private business activity, investment and innovation are major drivers of productivity, inclusive economic growth and job creation.” (para. 27 of the Resolution).

- The Agenda also recognizes that “... sustained, inclusive and sustainable economic growth is essential for prosperity”
- UN Secretary-General Ban Ki-moon noted shortly after the adoption of the SDGs

“Governments must take the lead in living up to their (SDG) pledges. At the same time, I am counting on the private sector to drive success.”

- The ILO is the only UN organization with an established Private sector network



Employers & the ILO: The *Political* Relationship

1. IOE – Political side

- 150 plus national employers/business organisations
- IOE : collective body that politically manages voice of employers in ILO

2. IOE - Employers Group (GB/ILC)

- Formal roles
- Contributing the private sector perspective to internal policy dialogue and direction
- Governance/oversight role



Employers & the ILO: The *Technical* Relationship

➤ ACT/EMP – Internal /technical

- Geneva (policy/governance role)
- Field (technical/operational)

➤ Key components to our role

1. Maintaining/developing networks of EOs in all regions
2. Being a *trusted* internal partner to EOs
3. Running capacity building programs for EOs that respond to their needs (strategy, services, policy)
4. Facilitating wider work of colleagues with EOs
5. Entry point for private sector engagement and enterprises



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Modus Operandi: How ACTEMP works

■ The Mandate

- to promote strong and representative employer organizations designed to represent collective interests of private sector

■ Guiding Principles

- Focus on capacity building efforts as a dept on all technical areas related to the labour market (support provided to build in employers perspectives on technical issues)
- Be “demand-driven”: Working for constituents to help them with their agenda that is based on membership needs
- Execute “TC” that is aligned with ILO Programme and Budget and reporting rules



How we deliver our technical assistance

1. Policy

- Increasing focus : Providing research support, collecting evidence-based, technical help
- Examples include: *Minimum wage, labour law, skills, informal economy, disaster and conflict, strategic policy frameworks, FoW, women in business*

2. Services

- Areas like : OSH, Labour law, Discrimination, SME training

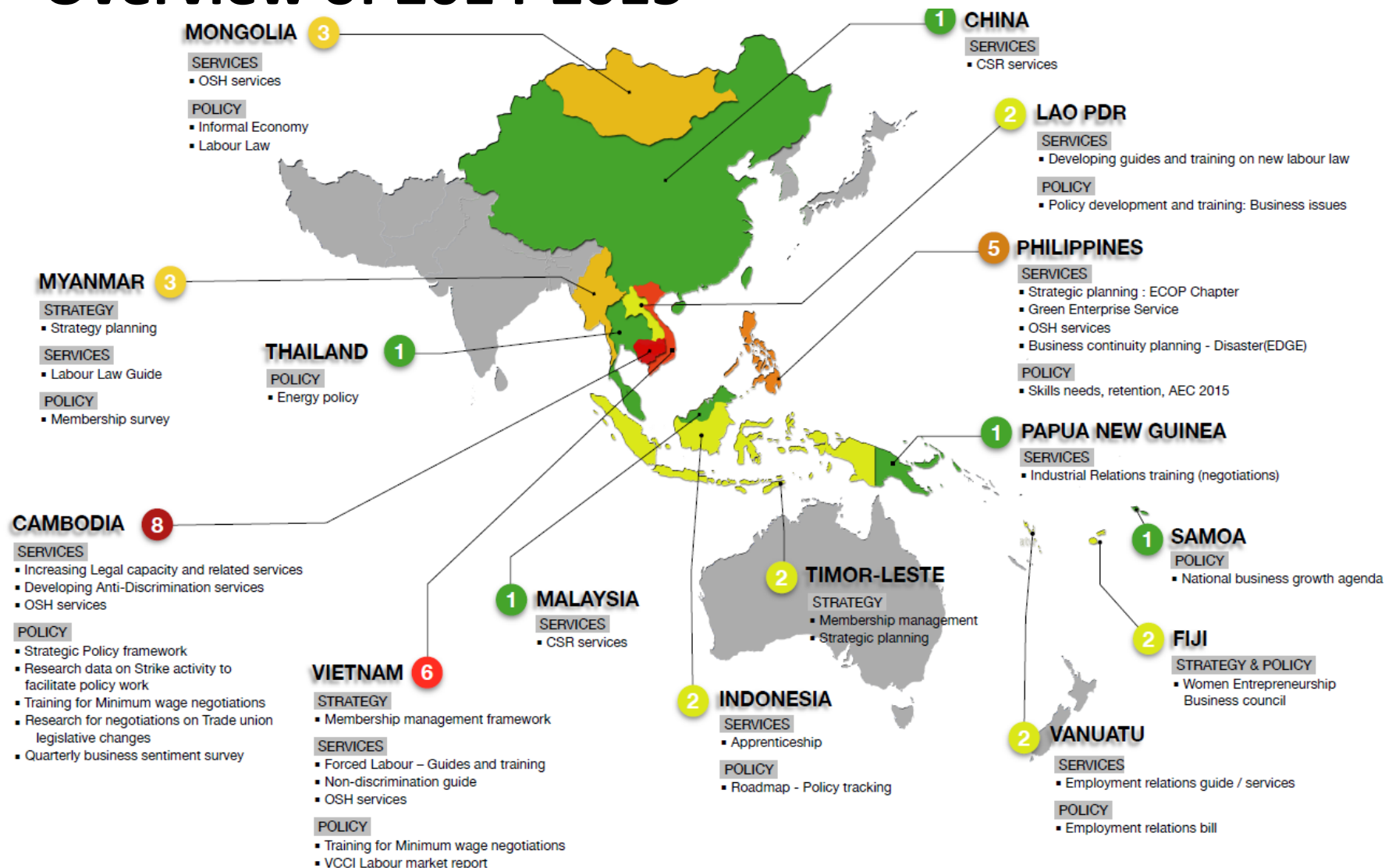
3. Strategic planning

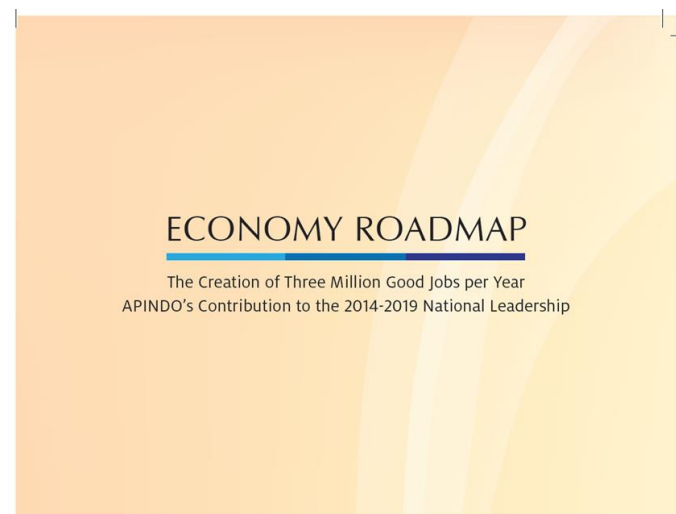
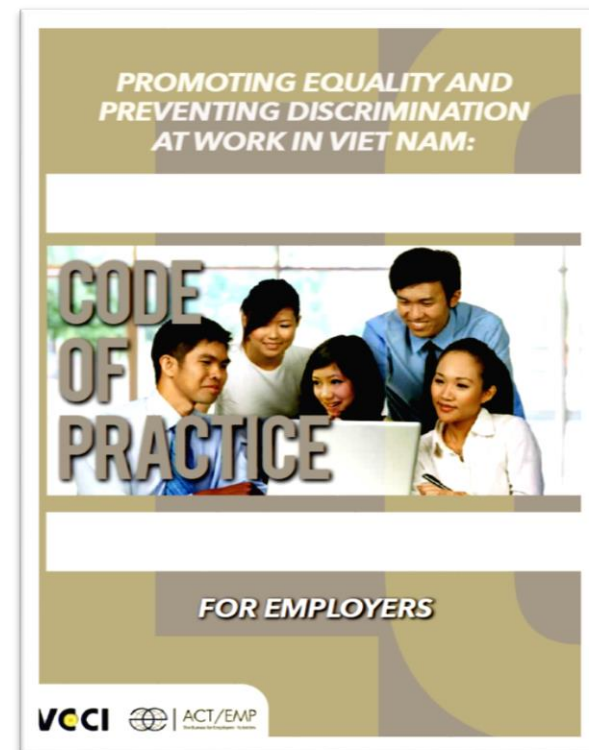
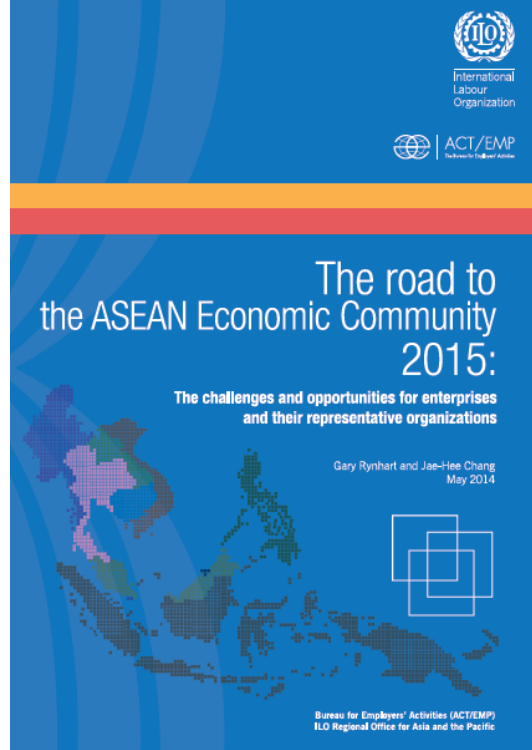
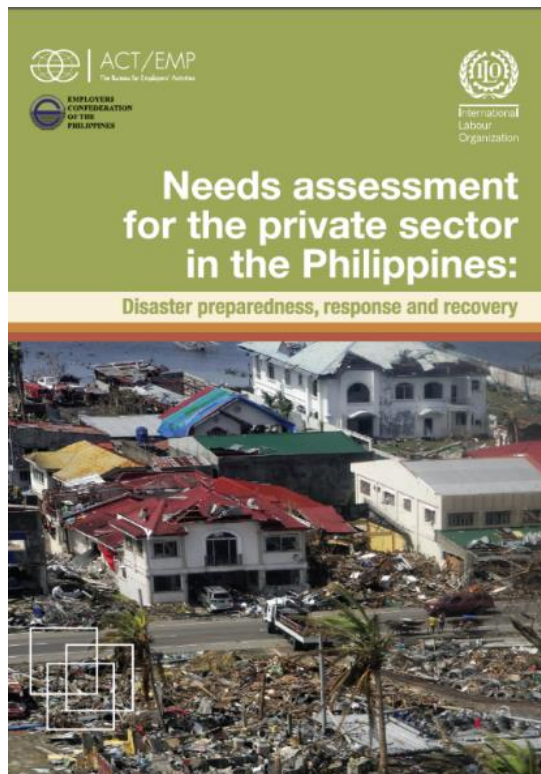
- Try and connect to policy frameworks

**More support for certain countries due to specific Donor support and focus on LDCs*



Overview of 2014-2015





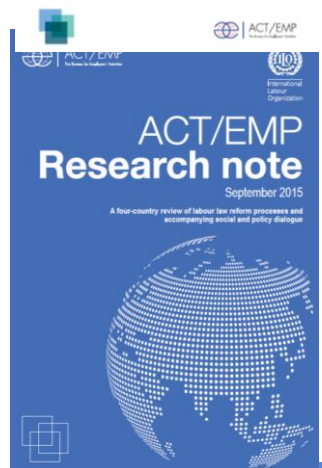
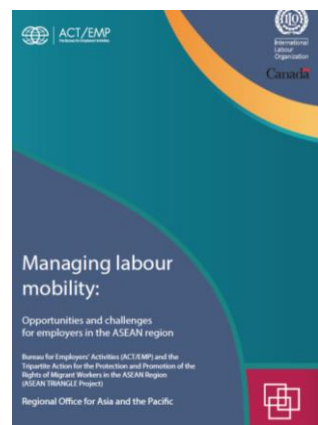
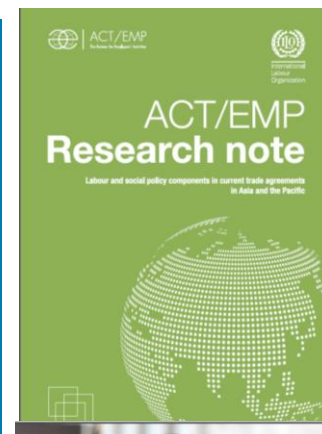
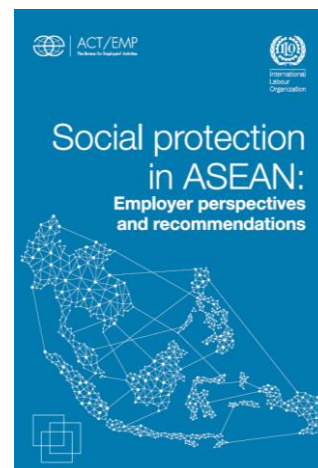
Challenges in delivering technical programme

- **Limited Human resources entail**
- As a constituent driven organization ACTEMP is continuously in demand across issues
- **Limited resources entail**
- Cost share approach where possible/ Supporting “Intellectual inputs”
 - *(research; expertise) not workshops/conference or other elements that are core functions of an EO*
- **Taking a More focused approach**
- Maintain the focus on policy work but “*Less is More*” Look to fewer but more impactful national interventions
- Deeper interventions on innovative areas –FoW/Fragile States but this requires time and resources
- Increased Research component To facilitate national work



NEW ACT/EMP Publications

- **Working paper:** The Road to the ASEAN Economic Community 2015
- **Working paper:** Social protection employers' perspectives and recommendations
- **Regional report:** Women in Business and Management
- **Regional report:** Managing labour mobility in ASEAN
- **Research note:** A four-country review of labour law reform processes and accompanying social and policy dialogue
- **Research note:** Labour and social policy components in current trade agreements



Thematic areas of focus 2016 -2018

1. Future of Work : Technology impact on jobs

2. Fragile States

3. Migration

**Policy, services and strategic work with EOs as normal...*



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Quo Vadis: Challenges/Opportunities from employer perspective

1. Remaining relevant and engaged: Employers & the ILO

- Keeping business interested in the ILO can be a challenge
- Employers – still the awkward “third wheel” in the tripartite relationship (rather than “bringing rigour”)
- The ILO relationship with employers hasn't changed much over time (But it has in other agencies)

2. Diminished application/growth of Tripartite-Bipartite model

- EOs merging into BOs
- EO/TU declining membership/influence

3. New technological dispensation

- Transformative changes impacting on LMs – maybe fundamentally change things/assumptions
- The societal challenges potentially enormous



Thank you

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