



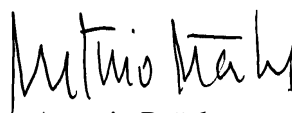
**Editorial**

**EMPLOYERS' ORGANIZATIONS AND THE FUTURE**

The December ACT/EMP “*Symposium on the future of employers’ organizations*” presents the IOE with much food for thought, in terms of *our* response to member federations’ changing realities.

The challenges for employers’ organizations are many and varied. The openness of the market has imposed changes in legislation and productivity and has obliged members to reassess their strategies for the future. The labour market is also continually evolving and now with major demographic changes and migratory flows in many countries, the situation has become more complex. Changes within and to the trade union movement have had knock-on effects with regard to bargaining and/or social dialogue. This, coupled with other factors, has also changed the ‘service demands’ from enterprises.

The changed global environment means that the ‘international debates’ are increasingly impacting more directly on the ‘national reality’. For this reason perhaps the clearest message for the IOE was the need for greater and closer interaction with its member federations in all relevant policy areas. The IOE will continue to work with members in facing this changing environment and in reacting to their requirements.

  
 Antonio Peñalosa  
 Secretary-General

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<b>International Labour Organization</b>	
<p>The Report of the <i>World Commission on the Social Dimension of Globalization</i> will be launched in London on 24 February (it will be sent to all ILO Governing Body members at the same time). It will then be submitted to the March Governing Body for debate in the <i>Working Party on the Social Dimension of Globalization (WPSDG)</i>. An IOE information paper on the Commission and follow-up will soon be sent to all IOE members. IOE Contact Gary Rynhart : rynhart@ioe-emp.org</p>	<b>Report of the World Commission</b>
<ul style="list-style-type: none"> <li>• The ILO will begin a series of national reviews of the Global Employment Agenda to gauge its impact and to guide its future development (starting in Pakistan in February).</li> <li>• The ILO, together with ACT/EMP and the IOE, is planning to develop a programme examining the role of employers' organizations and SMEs – in terms of advocacy, service provision and membership development. A study is currently being conducted to help guide the design of the programme. IOE Contact Gary Rynhart : rynhart@ioe-emp.org</li> </ul>	<b>Employment</b>
<p>The programme and papers for the forthcoming March Session of the Governing Body are now starting to become available on line: <a href="http://www.ilo.org/public/english/standards/relm/gb/docs/gb289/index.htm">www.ilo.org/public/english/standards/relm/gb/docs/gb289/index.htm</a></p>	<b>The ILO Governing Body</b>
<b>IOE and Member Activities</b>	
<p><i>MEDEF International</i>, together with the IOE, hosted a meeting in January on the international dimension of companies' engagement with society. The meeting presented an opportunity for French companies to share national and international perspectives and experiences, and to hear from the international trade union movement on their views on the debate. Importantly it enabled business to stop and ask some collective questions of where the debate is going. IOE Contact Brent Wilton: wilton@ioe-emp.org</p>	<b>CSR Meeting Paris</b>
<p>The Secretary-General participated at the ASEAN Confederation of Employers (ACE) Annual Meeting held in Bangkok in January and presented the IOE priorities and strategic objectives for the forthcoming years. The meeting was preceded by a Workshop on "<i>Productivity Growth and Corporate Competitiveness</i>". IOE Contact George James: james@ioe-emp.org</p>	<b>ASEAN CEOs and Board of Directors Annual Meeting</b>
<p>The 2004 Conference will be hosted by the Mauritius Employers' Federation (MEF) on 45 March. The event will bring together Presidents and Executive Directors of employers' organizations of East, Central and Southern Africa. "<i>Strategic Management of Employers' Organizations</i>" will be the overriding theme. IOE Contact Frederick Muia: muia@ioe-emp.org</p>	<b>East, Central and Southern African Employers' Organizations Conference</b>

<p>The IOE and the International Confederation of Free Trade Unions(ICFTU) are set to organize a joint meeting in Geneva on 30-31 March 2004. The event will bring together employer and worker representatives from eight African countries, multinational enterprises involved in the fight against AIDS, UN and bilateral agencies. The purpose of the meeting is to launch national action plans on HIV/AIDS enabling the social partners to come together to develop complementary and joint national strategies against the pandemic. The meeting will also be organized with the active involvement of the Bureau for Employers' Activities (ACT/EMP), the Bureau for Workers' Activities (ACTRAV), ILO/AIDS and the ILO Regional Office for Africa. The eight African countries selected as a starting point to the process are: Côte d'Ivoire / Ghana / Kenya / Malawi / Mali/ Uganda/ Tanzania/ Zambia. IOE Contact Frederick Muia: muia@ioe-emp.org</p>	<p><b>Launch of IOE/ ICFTU National Action Plans on HIV/AIDS in the Workplace</b></p> <p><b>Geneva, 30-31 March 2004</b></p>
<p><b>UN and Other International Agencies</b></p>	
<p>Despite the IOE's expressed reservations, the Global Compact is continuing to pursue two issues which alter its original design and which we see as being problematic to the future engagement by business in the Compact. The first is the development of 'Integrity Measures' (in effect a complaints mechanism) against Compact companies which may lead to the de-listing of the company (currently being further revised). The second issue is the addition of a 10<sup>th</sup> principle on anti-corruption. The UN Secretary-General has now written to all participating companies to assess their support or otherwise for the enlargement of the Compact (ref. IOE circular 23 January). IOE Contact Brent Wilton: wilton@ioe-emp.org</p>	<p><b>Fifth Advisory Council Meeting of the Global Compact</b></p>
<p>The "<i>Draft Norms on the responsibilities of Transnational Corporations and other businesses with Respect to Human Rights</i>" which were produced last August by a UNHCHR Sub-Commission will now be considered by the full Human Rights Commission in March. The IOE is continuing to work closely with the International Chamber of Commerce (ICC) and is pursuing the issue with a number of governments. We will contact member federations shortly with updated information. IOE Contact Brent Wilton: wilton@ioe-emp.org</p>	<p><b>The United Nations High Commissioner for Human Rights</b></p>
<p>The IOE participated at a Global Compact '<i>Policy Dialogue on transparency and the fight against corruption</i>' held in Paris in January. However, it was clear from many at the meeting that the proposed 10<sup>th</sup> Principle on Corruption is gaining support from a number of MNEs and governments. The IOE and ACT/EMP hope to increase activities in this area in the coming months, but in such a way as to keep the focus on how <i>all</i> companies can tackle corruption and not just MNEs – the proposed approach by the Global Compact. IOE Contact Eric Oechslin: oechslin@ioe-emp.org</p>	<p><b>Global Compact policy dialogue on corruption</b></p>
<p>The WTO Informal Business Advisory Group, of which IOE President François Perigot is a member, held its second meeting in January. The key messages François Perigot conveyed were: continued support for the multilateral trading system and the importance of resuming the Doha Trade Development Round as soon as possible; the active promotion (in particular to public opinion) of free market economy principles; and the responsibility of all actors in implementing all rules and principles. IOE Contact Gary Rynhart : rynhart@ioe-emp.org</p>	<p><b>WTO Informal Business Advisory Group Meeting</b></p>

<b>Other News</b>	
<p>Civil society organizations from the EU, Latin America and the Caribbean will meet in Mexico in April 2004 to discuss “social cohesion” in the region. A regional IOE delegation will be attending. The meeting is linked to the European Union - Latin America Summit of Heads of States which will also take place later this year. Business needs to be attentive to this initiative as there have been indications that such assessment of social cohesion could be used to re-define EU relations with the region, including those concerning international trade and technology transfer. IOE Contact Andrés Yurén : yuren@ioe-emp.org</p>	<p><b>European Economic and Social Committee Civil Society meeting</b></p>
<p>The “Declaration of Nuevo León” adopted by the Americas Summit of Heads of State in January, conveys important messages to the business community – such as: a commitment to reduce administrative barriers and costs to establish businesses in the region; the importance of legally-secure property rights; and a re-confirmed commitment to trade negotiations and access to markets (in particular agricultural products). For more information see: <a href="http://www.summit-americas.org">www.summit-americas.org</a></p>	<p><b>Americas Summit - important messages to business</b></p>
<p>H &amp; M (Hennes &amp; Mauritz), Sweden, is the 26<sup>th</sup> company to sign an International Framework Agreement. The H &amp; M agreement was signed with Union Network International and principally is concerned with the core ILO Conventions. The IOE will shortly make available an information paper on IFAs. For information see: <a href="http://www.union-network.org">www.union-network.org</a></p>	<p><b>International Framework Agreements (IFA)</b></p>
<p>The new <i>Companies Bill</i> in the UK could require UK companies to produce written statements of their social and environmental performance from next year. <a href="http://www.dti.gov.uk/companiesbill">www.dti.gov.uk/companiesbill</a></p> <ul style="list-style-type: none"> <li>• The <i>Chemicals Industries Association</i> will starting producing social and environmental goals from this summer. <a href="http://www.cia.org.uk">www.cia.org.uk</a></li> <li>• The European Commission is to draw up sustainability guidelines for tourism companies and establish a <i>Tourism Sustainability Group</i>. <a href="http://www.internationaltourismpartnership.org">www.internationaltourismpartnership.org</a></li> <li>• Japanese Bank Mizuho has become the 18<sup>th</sup> bank to adopt the <i>Equator Principles</i> – voluntary guidelines which assess social and environmental risks when financing development projects.</li> <li>• 2002 was the year that press coverage of CSR began to really impact according to a survey by Echo Research, with most coverage largely favourable. <a href="http://www.echoresearch.com">www.echoresearch.com</a></li> </ul>	<p><b>CSR Round-Up</b></p>

<b>Publications</b>	
<p>Business has been and remains involved in the promotion of human rights. However, the challenge of where to turn for advice on appropriate action can be daunting. The recent publication by the Raoul Wallenberg Institute Human Rights Library of a compilation of documents entitled “<i>Business and Human Rights</i>” provides a useful and concise set of reference material ranging from initiatives of governments, intergovernmental organizations, NGOs and businesses themselves. For a company wanting to get a sense of what others have done with human rights this text could be helpful: <a href="http://www.brill.nl">www.brill.nl</a></p>	<b>Business and Human Rights</b>
<p>The ILO’s Global Employment Trends is now available. The key results are:</p> <ul style="list-style-type: none"> <li>• the world economy saw growth in GDP but no overall growth in employment in 2003;</li> <li>• the number of people out of work reached 185.9 million (6.2%) – a slight increase;</li> <li>• young people (15-24) face an unemployment rate of 14.4% (88.2 million);</li> <li>• the "informal economy" continued to increase in countries with low GDP growth rates;</li> <li>• the number of "working poor" remained at an estimated 550 million;</li> <li>• the economic recovery that took hold in the second half of 2003 appeared to be slowing the deterioration of the global employment situation.</li> </ul> <p>For the full Report:<a href="http://kilm.ilo.org/GET2004/DOWNLOAD/trends.pdf">http://kilm.ilo.org/GET2004/DOWNLOAD/trends.pdf</a></p>	<b>ILO Global Employment Trends</b>
<b>Forthcoming Meetings</b>	
<ul style="list-style-type: none"> <li>• 5-6 February : ILO Consultations on reform of the GB and International Labour Conference (Geneva)</li> <li>• 4-5 March : East, Central and Southern African employers’ organizations Conference (Mauritius)</li> <li>• 11-26 March : ILO Governing Body (Geneva)</li> <li>• 30-31 March : ILO-IOE-ICFTU meeting on HIV/AIDS – (Geneva)</li> <li>• 5 May : Meeting of the IOE Enterprise Advisory Group (Geneva)</li> <li>• 14-15 May : IOE Meeting on Corruption in East and Central Europe Belgrade (Serbia) - to be confirmed</li> </ul>	
<b>Obituary</b>	
<p>It is with deep sadness that the IOE learned of the passing away of <b>Charles H. Smith, Jr.</b> on 8 January 2004. Charles H. Smith, Jr’s connections with the IOE, as a representative of the US employers, spanned almost forty years, from the 1950s until the 1990s. He was a staunch supporter of the IOE and one of the strongest pillars of our Organisation and of the Employers’ Group. He fought unwaveringly for free enterprise for many, many tough years during the cold war period and in what was known as the ILO’s “structure debate” he was the employers’ powerful voice and determined defender. He also played many leading roles in the IOE and was elected President of the IOE General Council for 1990-1991. “Charlie”, as he was known to his many friends, built up an enormous circle of friends and colleagues and was highly respected and trusted by all. He will be sadly missed by all who had the honour to have known him.</p>	