IOE Priorities and Activities

15 November 2019, Matthias Thorns
The IOE

1920
Established for nearly one hundred years...

150 +
We have more than 150 employer and business organisation members...

140 +
in more than 140 countries spanning the globe...

50 million +
We represent the interests of more than 50 million companies...

100s of millions
that employ hundreds of millions of workers...

1
We are one global employer community...
# Policy Priorities

<table>
<thead>
<tr>
<th>International Labour Standards</th>
<th>Industrial Relations</th>
<th>Human Rights and Responsible Business Conduct</th>
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<tr>
<td>Employment &amp; Skills</td>
<td>Labour Migration</td>
<td>Sustainable Development</td>
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<tr>
<td>Future of Work</td>
<td>Occupational Safety and Health</td>
<td>Diversity</td>
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Where do we engage

• ILO
• UN
• IOM / GFMD
• UN Global Compact
• OHCHR
• G20 / G7
• COP
• Regional Organisations
IOE Business Networks

Corporate Partners

GIRN

GOSH

GFMD Business Network
The IGWG on TNCs was established in June 2014 to “elaborate an internationally legally binding instrument to regulate, in international human rights laws, the activities of transnational corporations and other business enterprises.”

So far, the IGWG – chaired by Ecuador – has met officially five times. At its 5th session in October, it discussed a first draft Treaty.

>90 States participated in the fifth session, many NGOs, IOE as the only business voice.

New chair: Mr. Emilio Rafael Izquierdo Miño: “This is a Treaty for victims and from a victims perspective.”
Content of draft treaty

• Scope: "all business activities, including particularly but not limited to those of a transnational character“;
• Extraterritorial Jurisdiction (omission occurred, victim is domiciled, company is domiciled – place of incorporation, statutory seat, central administration, substantial business interest)
• Reversal of the burden of proof
• Legal liability for "natural" and "legal" persons
• Judicial support for victims
• International cooperation
• International Fund for Victims
• Mandatory Human Rights Due Diligence
Evolution of legislation and policies
NL Child Labour Due Diligence Law

- Aims to prevent goods and services produced with child labour from being delivered to consumers in the Netherlands.

- The law applies not only to companies registered in the Netherlands, but also to companies from anywhere in the world that deliver their products or services to the Dutch market twice or more a year.

- Companies have to submit a statement to regulatory authorities declaring that they have carried out due diligence related to child labour in their full supply chains. (aim is not transparency, but DD)

- The law was initially scheduled to enter into force on 1 January 2021 or 2022.
NL Child Labour Due Diligence Law

• Companies that fail to submit a statement will be fined, though at a mere € 4,100, the fine is largely symbolic.

• If the regulatory authorities determine that the company has not conducted due diligence in line with the legislation, the regulator provides the company legally-binding instructions and a timeframe for execution. If that is not followed, the company can be fined.

• If a company is fined twice within five years, the next violation can lead to imprisonment of the responsible director. At the most extreme, failing to follow the law can lead to imprisonment and fines of € 750,000 or 10% of the company’s annual turnover.
IOE Centenary

- **3-6 February 2020:** Centenary Global IOE Forum on the Future of work, Kuala Lumpur
- **19 March 2020:** Official Start of the Centenary Year: Cocktail reception with ILO GB members, IOE leadership, Trade Union leadership, local political leaders, heads of government missions and key institutions in Geneva and elsewhere (including Photo Exhibition in the ILO).
- **24 May 2020:** Centenary Leadership Summit followed by Gala Dinner, Geneva
- **Main event at May/June 2020 IOE General Council** – launch of IOE Centenary Manifesto
- **End of June 2020 (date tbc):** Centenary Global IOE Skills Forum, Lisbon
- **IOE regional meetings**
- **September 2020 (date tbc):** Bringing the Centenary to NY. Cocktail reception during the UN GA with UN missions and UN agencies.
IOE Centenary Manifesto

Possible structure of Manifesto:

• Introduction
• Values that matter. Contribution and impact of business to society:
• Review of past achievements
• Evolution of society and business
• Business call to Governments
• IOE Roadmap of action / Commitment (?)
IOE Centenary Policy Outcomes

Drafting and production of 13 new policy papers.
Below is the overview of the various policy papers and the timeframe for their release:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Delivery Timeframe</th>
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<tbody>
<tr>
<td>Future of business/Future of employer organisations</td>
<td>Done</td>
</tr>
<tr>
<td>Anticipating skills</td>
<td>Before end 2019</td>
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<tr>
<td>Greening the economy and advancing sustainable development</td>
<td>April 2020</td>
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<tr>
<td>SDG 8: Key messages for reaching the goal of economic growth and decent work</td>
<td>July 2019</td>
</tr>
<tr>
<td>A proper business environment for decent work: Success stories/Business heroie</td>
<td>Posted from March–Dec 2020</td>
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<tr>
<td>Women’s empowerment in managerial positions</td>
<td>2020</td>
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IOE Centenary Policy Outcomes

Industrial relations: Freedom of Enterprise and freedom of association for employers

Industrial relations and independent contractors

Trade and employment: business views

Human Rights: From international policy coherence to implementation coherence at the national and local level

Migration: Global Compact: lessons learnt. Demand for its implementation (business case)

The employment relationship in ILO Standards: General submission to the CAS 2020

CFA Factsheet

Two further position papers on gender and diversity are also planned for 2020 (specific themes to be decided)
IOE in New York

- Opening of IOE Office in New York in May 2019
- Focus on IOE observer status to the UN General Assembly
- IOE with USCIB Chair of the Business and Industry Group at the UN
- Strong focus on Agenda 2030. IOE SDG Summit in July 2019
- Climate Action Summit in September
- Focus on Small Island States relevant to Caribbean region
Changing Business and Opportunities for EO

- TECHNOLOGICAL INNOVATION
- GLOBAL ECONOMIC INTEGRATION
- DEMOGRAPHIC AND GENERATIONAL SHIFTS
- CLIMATE CHANGE AND SUSTAINABILITY
- GLOBAL SHORTAGE OF SKILLED LABOUR
Effect by Country
Key findings

- 5 global trends are changing business in fundamental ways. FAST.
- The impact of technology, globalization, demographics, sustainability pressure and skills shortage create many opportunities to revitalize EOs’ relevance and representativeness.
- If provided the right mix of policy and service support, companies see EOs as a very proactive force in helping business to harness opportunities and build confidence in the future.
- EOs need to better understand needs of companies, anticipate change, adapt and innovate at faster pace.
The GAN

• Business driven initiative to promote apprenticeships and skill building systems
• Companies, Employers Organisations, OECD, ILO
• 14 national networks
• Tools, exchange of experience, information and advice
• www.gan-global.org
Engage with us!

• Join IOE Policy Working Groups
• Subscribe to IOE Newsletter
• Ask for Password for the IOE Member Site
• Make full use of the Global Network
• Follow the IOE Project activities
Thank you!

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