Role of Employers` Organisations
Introduction – what can EOs do?

Companies, large and small, need support

Harness the power of your membership to amplify your voice & provide leadership

Business opportunity for employers’ organisation

**Awareness raising:**
- Clarify standards/instruments,
- Put commitment made by employers in The Bahrain Declaration into practice.

**Support to members:**
- Guidance and advice
- Training and networking
- Build partnerships and relationships between company members that reinforce and reward responsible business conduct.
- Represent members (lobbying, advocacy, social dialogue)

**Political Engagement:** Facilitate engagement with Govt. so it hears directly from business community as a whole:
- What Govt. can do to support / incentivize businesses to act responsibly (clarify expectations, provide guidance, level the playing field, & reward good behaviour)
- Push for a National Action Plan (NAP)
- Represent real business interests in intl. policy discussions
Examples of what other EOs are doing

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<th>Federation</th>
<th>Activities</th>
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| CONFEDERATION OF PRIVATE EMPLOYERS OF BOLIVIA (CEPB) | - Promotes the UN Global Compact ten principles to address CR and sustainability  
- Has a “network secretariat” to facilitate local engagement  
- Provides a forum to discuss and exchange experience; evaluates the impact of implemented CSR projects |
| FEDERATION OF UGANDA EMPLOYERS (FUE) | - Provides CSR Services Platform, training through virtual tools and cross-cutting guides  
- Helps make CSR engagement of companies more visible |
| UNITED STATES COUNCIL FOR INTERNATIONAL BUSINESS (USCIB) | - Has a Corporate Responsibility and Labor Affairs Committee of some 40 companies that meets twice a year for 2-3 days to discuss all RBC issues  
- Provides training and capacity-building  
- Lobbies on behalf of its members with Govts, and other stakeholders  
- Represents members in policy discussion. |
Get into the policy shaping ring!

Why engage with your Government on issues relating to responsible business conduct?

• Invitation to engage
• Power / influence of a collective voice
• Business needs to act responsibly. It cannot do by itself. The Government has a duty to create an enabling environment.

How?

• Collectively through business associations and multi-stakeholder initiatives, such as the employers’ associations.
• Either a Govt. invites you or the EO can push for a meeting.
• Prepare clear, joint messages.

Exercise: What messages do you wish to communicate as a collective business voice?
Exercise

The Government invites you to a meeting:

What messages do you wish to communicate on responsible business conduct as a collective business voice?
Future of Employers Organisation

- General Assembly
- Governing Board
- Commissions
- Working groups
- Events

- Advocacy and Lobbying
- Social Dialogue

- Information
- Advice
- Training
- Helpdesk
- And more

PRESENT

UNITES

REPRESENTS

SUPPORTS

FUTURE

UVP

FUNDING

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IOE Activities, Collaboration & Funding

**Activities**
- Advocacy
- Jobs for Africa
- Global Education Leaders' Network
- Pro Bono
- European Union

**Collaboration**
- GAN (Global Alliance for Nutrition)
- GRI (Global Reporting Initiative)
- Migration Forum

**Funding**
- Membership dues
- Grants
- PPP
- Activities

Past

Transition

Future
Pilot project idea

Current situation
- RBC is very “top down” (need to work from the bottom up as well).
- Currently, perverse focus on a very small number of, often Western, multi-national brands.

Pilot project idea
- Identify SME member companies of 1-2 national employer’s organisations that are part of the value chain of bigger MNEs (preferably operating beyond the first tier and closer to the ground where impacts may occur).
- Examine the policies, procedures and performance of few SME members of 1-2 national EOs.
- See how these relate to the expectations of MNEs and purchasers.
- Build and strengthen business relationships between SMEs and MNEs on the basis on social impact via the EO network.

Key to success
- We start small (capacity constraints)
- This idea needs to connect with a key person/people at the national EO and with some of its SMEs.