



IOE ACTIVITIES

THE ILO

WORKING WITH THE UN AND OTHER INTERNATIONAL ORGANISATIONS

CALENDAR OF FORTHCOMING MAJOR MEETINGS

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Global Occupational Safety and Health Network Meeting

Origgio Milan, 23-24 February 2012

The first GOSH meeting of 2012 was hosted by U.S.-headquartered O-I (the largest global glass container manufacturer in the world) at their Italian manufacturing plant. There were 18 participants from several of the world's leading multinational enterprises, including Anglo American; BAT; British Aerospace; Rolls Royce; Sodexo, DHL and GlaxoSmithKline, as well as from IOE Member federations. The participation of such senior-level occupational safety and health practitioners to share experiences, challenges and solutions reflects and builds the strength of the network. The meeting was enhanced by the opportunity to understand and observe first-hand the glass industry processes and the way safety and health performance is managed in a high-risk work environment. The discussions covered:

- The risks and rewards of working closely with enforcing authorities
- Benchmarking meaningful global indicators across countries and cultures
- Emerging issues in OSH policy and practice affecting companies, nano materials, psychosocial issues, CSR alignment, OSH sustainability and environment

A presentation was given by **Business in the Community** on *Benchmarking Employee Engagement and Wellness Reporting*.

The next GOSH meeting will be held in October and Members will be informed of the venue and dates as soon as possible

IOE Contact: [Janet Asherson](#)

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Workshops for Companies on International Labour Standards and Global Campaigning

Turin, 16-17 April 2012

Jointly with the BDA, CBI, DA and the ITC, the IOE organised two workshops for companies on global labour developments. The well-attended workshops raised understanding of the principles set out in International Labour Standards, their possible interpretation and the consequences for companies voluntarily making reference to them. Participants also gained practical insights into global campaigns targeting multinational companies. As an outcome of the workshops, a practical guide will be published soon. On the basis of the highly positive feedback, the IOE is considering a second run of the workshops, again jointly with the ITC.

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Global Industrial Relations Network Meeting

Houston, Texas, 25-26 April 2012

The GIRN's first meeting of the year was very well attended, with over 30 participants, allowing for fruitful discussions on a very comprehensive agenda covering *inter alia*: collective bargaining trends and practices in China; political developments on US Freedom of Association; labour risk mitigation in the supply chain; the use of social media in Corporate Campaigns; the OECD National Contact Points process and developments.

The second GIRN meeting of 2012 is envisaged for 18-19 October in Oslo, Norway.

IOE Contact: [Amelia Espejo](#)

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Global Dialogue Forum on Conditions of Personnel in Early Childhood Education

Geneva, 22-23 February 2012

Five employer representatives, five workers' and a number of Governments' participated in this Global Dialogue Forum which confirmed that quality ECE should be viewed as an investment with lasting social and economic returns to individuals, families, communities, and society.

The meeting agreed on the need for *Policy Guidelines on ECE and Conditions of Personnel in ECE* to inform and support good and effective practice.

While supporting the elaboration of these Guidelines, employers insisted on the need for a tripartite approach to them and recalled that they should be flexible as a “one size fits all” approach would not necessarily lead to improved quality and access.

IOE Contact: [Jean Dejardin](#)

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ILO Side Event at the 56th Session of the UN Commission on the Status of Women (CSW)

New York, 28 February 2012

IOE Regional Vice-President for North America, Ms Ronnie Goldberg, represented the business voice at this event and addressed the topic 'Rural Employment and Agriculture' in an active dialogue with some 85 participants.

Ms Goldberg provided examples of women's empowerment, which she noted was a business necessity if nations were to develop by harnessing the value of their full labour force.

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International Women's Day

ILO Geneva, 8 March 2012

Ms Zodwa F. Mabuza, CEO of IOE member, the Federation of Swaziland Employers and Chamber of Commerce, represented the employers at the high-level panel debate entitled “Empower rural women - end hunger and poverty” which was introduced by ILO Director-General Mr Juan Somavia.

Marking International Women's Day 2012, the ILO called for the unleashing of the full potential of rural women to help build a fair and equitable global economy.

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Third ILO Knowledge-Sharing and Planning Workshop on Green Jobs Programme

Turin, 12-14 March 2012

The IOE assisted in the preparation of the ILO input to Rio +20 and provided the employer perspective in all sessions of the ILO programme on the employment and social dimensions of environmental policies, including in the evaluation of the extent of employer involvement and interest in the various levels of the programme which provides:

- Promotion of international policy coherence through research and advocacy (e.g. between climate change and employment/labour policies in the international

negotiations);

- Support to constituents at national level through policy and technical advisory services (the programme is currently active in 20 countries in Asia, Africa, Arab States and the Americas, while in another 9 countries potential initiatives are being explored);
- Capacity development of constituents and partners through training and knowledge sharing at international, regional and national level.

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Tripartite Workshop on European Practices in Collective Bargaining Belgrade, Podgorica and Sarajevo, 5-10 March 2012

The IOE participated in three tripartite workshops in Belgrade, Podgorica and Sarajevo on “European Practices in Collective Bargaining”, organised by the ILO Budapest office. The aim of the workshops was to provide the opportunity for an exchange of experiences of collective bargaining, how collective bargaining has responded to the crisis, as well as challenges for employers’ organisations, trade unions and governments. Similar workshops will be organized in Macedonia, Albania and Moldova in May and June 2012

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ILO Youth Employment Forum Geneva, 23-25 May 2012

In addition to the 2012 ILC General Discussion on the “[Youth Employment Crisis](#)” (30 May - 14 June 2012), the International Labour Office has convened a separate [ILO Youth Employment Forum](#) (23 - 25 May 2012) prior to the commencement of the ILC on 30 May. Ninety young people (aged between 18-30) will gather in Geneva to discuss labour market challenges for young people and experiences in promoting youth employment.

The IOE has secured 22 places for young entrepreneurs and employer representatives, and has insisted enterprise and entrepreneurship be included on the Forum agenda as the key drivers of job creation. The IOE has also strived to ensure that the Forum is clearly separated from the Conference discussion, and does not in any way prejudice or limit the discussions at the Conference.

IOE Contact: [Scott Barklamb](#)

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WORKING WITH THE UN AND OTHER INTERNATIONAL ORGANISATIONS

First Meeting of the UN Working Group on Business and Human Rights Geneva, 16 - 20 January 2012

The UN Working Group on Business and Human Rights held its first session from 16 - 20 January 2012 in Geneva, with an open session on 20 January, in which IOE representatives participated, together with around 140 other individuals, mainly NGO representatives. Based on the IOE-ICC-BIAC position paper “Joint Recommendations to the United Nations Working Group on Business & Human Rights” the IOE’s key messages were that the Working Group should:

- follow John Ruggie’s example and take a consultative approach - including travelling to different regions to engage directly with stakeholders.
- consider holding the annual meetings of the UN Forum on Business and Human Rights in different regions.
- take a balanced approach and expend equal amounts of attention and effort to promoting adoption and implementation of all three principles of John Ruggie’s “protect-respect-remedy” framework.
- focus initially on disseminating and raising awareness of the Guiding Principles. (By, for example, translating the Principles into a range of languages to ensure maximum accessibility).
- should ensure that Working Group recommendations, or other findings, are consistent with the UN framework and the Guiding Principles.
- recognize the leading role of the ILO in labour and social issues.

Further information on the Working Group can be found via this [link](#)

IOE Contact: [Matthias Thorns](#)

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IOE Webinars on UN Guiding Principles on Business and Human Rights

With a view to expanding our service delivery to members, the IOE is offering webinars by Acting Secretary-General Brent Wilton on the UN Guiding Principles on Business and Human Rights. The webinar has a company focus and will be organised at the request of members.

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International IOSH Conference

Manchester, United Kingdom, 5 – 7 March 2012

This is the premier Occupational Safety and Health practitioners' meeting in Europe organised by the UK Institute of Occupational Safety and Health. It attracts an international audience of OSH professionals and many GOSH network members were present. The meeting provided an ideal opportunity to renew the IOE's OSH credentials and publicise GOSH in the various sessions in which the IOE participated, particularly as a speaker on *Sharing best practice* and in a discussion on *Benchmarking for improving OSH performance*.

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Social Protection Seminar: EU strategy & Eastern EU country engagement

Brussels, 16 March 2012

The IOE presented the global employers' position at this EU workshop which aimed at sharing views and experiences on social protection systems and their reforms/modernisation amongst the EU, the EUMS and the Eastern partner countries, with a view to enhancing mutual learning on policy and capacity-building challenges, and identifying areas for possible cooperation.

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Public-Private Partnership in HIV/AIDS and General Health Promotion

ILO, Geneva, March 2012

The Governing Body adopted its strategy for implementing the ILO Recommendation on HIV/AIDS and the World of Work (No 200), taking into account that funding for HIV/AIDS work has been decreasing considerably as major donors face budgetary constraints due to the global financial and economic crisis.

The strategy paper recommended innovative approaches to sustain the global community's work which has been of late realizing considerable progress. Such approaches include public private partnerships, particularly in low income countries where the role of the private sector is recognized as a key actor, not just in the fight against HIV/AIDS but also in general health promotion. Such partnerships are critical in leveraging the resources, expertise and experience of the private sector.

At a recent WHO stakeholder consultation organised by the United States Mission in Geneva, attended by the IOE, it was felt that the Public Private Partnerships response to communicable diseases such as HIV/AIDS should extend to Non-Communicable Diseases (NCDs) such as cancers, which are on the rise in many countries due to increased exposure to risk factors such as tobacco use, alcohol abuse and exposure to environmental carcinogens. UN member States have now recognized NCDs as one of the major challenges for development in the 21st Century and discussions are taking place to include these diseases in the post-2015 development framework – the current MDGs give prominence to communicable diseases such as HIV/AIDS and going forward a more integrated approach for health challenges will be necessary.

Experience by multinationals operating in Africa has shown that integrated wellness programmes

have helped to remove the stigma associated with HIV/AIDS Programmes. Mr Patrick Obath (Kenya), who implemented a comprehensive programme at Shell focusing on lifestyle, says that it has led to increased productivity, reduced absenteeism and an overall reduction in long-term health care costs, including those associated with AIDS treatment. The WHO has indicated that it is keen to engage with the private sector in responding to Non-Communicable Diseases.

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The Post-2015 Framework for Development

Tokyo, 15-16 May 2012

The UN system has begun to consider what will come after the Millennium Development Goals (MDGs) complete their intended operation in 2015. The [UNDP](#) and ILO have invited the IOE to participate in an initial planning meeting in Japan to begin to shape the next generation of global development goals in the area of "Growth, Structural Change and Employment". An IOE delegation will attend this preliminary meeting, including Mr Hiro Matsui, Governing Body member from Japan, and senior representative of Japan Keidanren.

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G20 Employment and Labour Ministers Meeting

Mexico, 17 and 18 May 2012

G20 Employment and Labour Ministers will meet in Guadalajara, Mexico on 17 and 18 May, and with employer and worker representatives in a significant social partners' consultation on the morning of 17 May. The IOE is organising the employer delegation to this meeting in cooperation with BIAC. Members from a number of G20 countries will, with COPARMEX and CONCAMIN, address the three policy priorities nominated by the Mexican Government: job creation, youth employment and green jobs. The IOE will circulate the IOE/BIAC statement to this meeting as well as the employer presentations.

IOE Executive Vice-President, Dr Daniel Funes de Rioja, and IOE members from countries including France and Spain, have also participated in the B20 process for 2012. Final recommendations from this process will be forwarded to the G20 leaders summit in Los Cabos mid-June.

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Joint Work with the ICC and BIAC in the run up to RIO+20

The IOE is providing input on the employment and social implications of climate change policies as a member of the ICC Green Economy Task Force (as the "Green Economy" is one of the main themes of the Rio+20 Conference). This involvement is conducted largely via

e-meetings and the most recent output comprises [Ten conditions for a transition toward a “Green Economy” published in December 2011](#)

The IOE will continue collaboration with the OECD Green Growth Strategy Working Party on Integrating Environmental and Economic Policies and with BIAC’s Environment Committee to ensure consistency of approach from organisations representing enterprises.

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12th High-level *Alliance against Trafficking in Persons* Conference, Vienna, 11-12 October 2012

The IOE will participate in the 12th High-level Alliance against Trafficking in Persons Conference on the theme of “An Agenda for Prevention of Human Trafficking: Non-Discrimination and Empowerment”.

Also participating will be government representatives, national human rights institutes, trade unions, national coordinators/rapporteurs and other non-governmental organizations.

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CALENDAR OF FORTHCOMING MAJOR MEETINGS IN 2012

EU Danish Presidency Conference on the Implementation of the UN Guiding Principles on Business and Human Rights

Copenhagen, 7 - 8 May 2012

Public Consultation of the UN Working Group on Business and Human Rights

Geneva, 10 May 2012

The Post-2015 Framework for Development

Tokyo, 15-16 May 2012

G20 Employment and Labour Ministers Meeting

Guadalajara, 17 – 18 May 2012

EU Seminar on Strengthening Social Dialogue in EU’s Development Cooperation

Brussels, 25 May 2012

Tripartite workshops on European Practices in Collective Bargaining

Macedonia, Albania and Moldova, May and June 2012

IOE Management Board, Finance Committee and Remuneration & Nominations Committee Meetings

Geneva, 26 May 2012

IOE General Council

Geneva, 29 May 2012

International Labour Conference

30 May – 14 June 2012

Preparations for RIO+20 in 2012

Rio, 20 - 22 June 2012

12th High-level *Alliance against Trafficking in Persons* Conference,

Vienna, 11-12 October 2012

INTERNATIONAL ORGANISATION OF EMPLOYERS (IOE)

www.ioe-emp.org