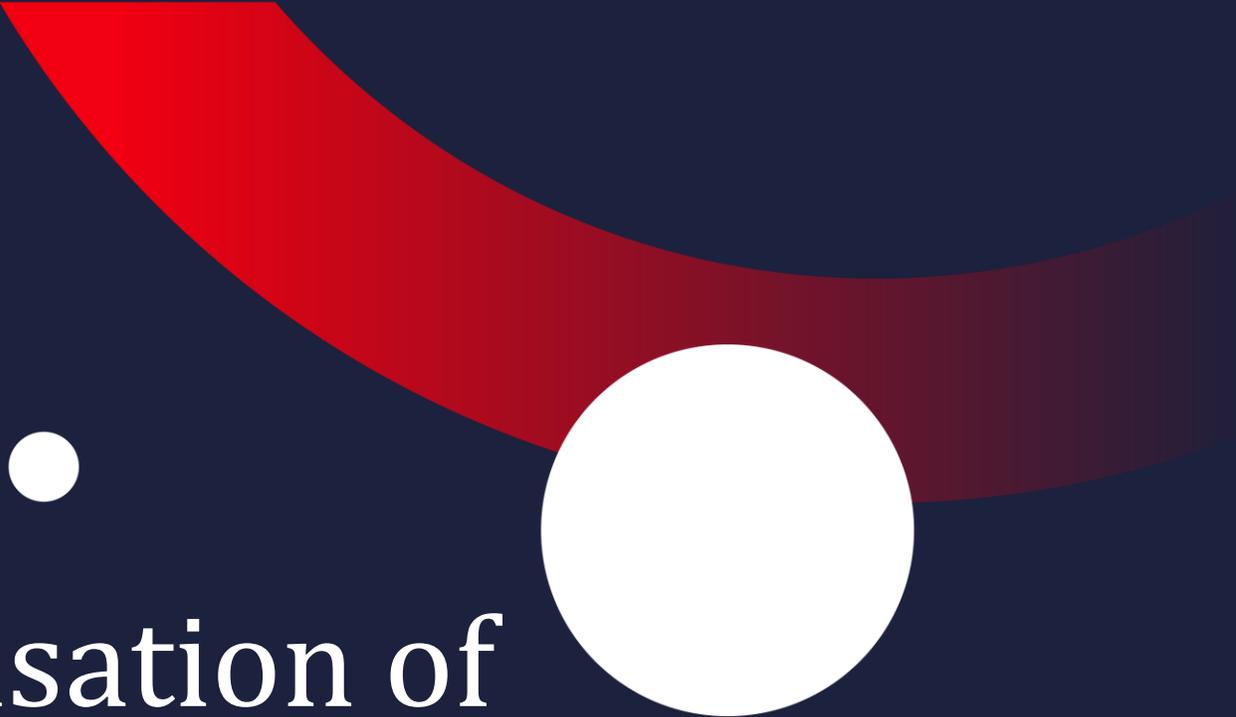


Almaty, 24-25 September
2025



International Organisation of Employers



A powerful
and balanced
voice for business

Widest representation of EBMOs

- 154 national Employer and Business Members Organisations (EBMOs) in 143 countries around the globe
- 37 partners companies and 3 partner organisations



IOE's Strategic Objectives

Three Strategic Pillars:

I. Advancing IOE's values and **policy agenda internationally**

II. Strengthening and supporting **EBMOs**

III. Supporting **enterprises** to operate successfully in a global environment



IOE Workplan focus

- ILO
- **Business & Human Rights** remain high priority
- **Strategic focus on IOE's mandate** (Employment, Skills, Industrial Relations, Human Rights)
- **Six Policy Working Groups (PWG):**
 - Human Rights and Responsible Business Conduct
 - Industrial Relations
 - Labour Migration
 - Employment and Skills
 - Gender Equality and Diversity
 - Sustainable Development Goals



IOE main support to Employers in ILO

- **ILO GB:** Guidance, speeches and reporting materials
- **ILC:** Preparatory documents, meetings to coordinate Employers' positions, interventions for all Employer speaking slots, and summary analysis of outcomes for Employers
- **ILO regional and sectoral meetings** (Decent work in food & beverage sector, Access to labour justice, Recycling industry)
- **Committee on Freedom of Association (CFA):** Legal briefs on complaints and assessments in ILO Supervisory System



Main Challenges of Employers in ILO

- **Enabling environment for business** not properly integrated
- **Lack of business profiles** in the ILO
- **Policy and standards too worker-oriented** with negative impacts on domestic industrial relations and employment policies
- **Research biased**
- **Problematic positioning of EU governments' rep in the ILO**
- Crisis of **multilateralism**, and questioning of the tripartism
- Questioning of **Social Dialogue** and Role of Social Partners
- **Budget** constraint



Evolution of IOE Support to Employers in ILO

- **Clearer, assertive, articulated and well-prepared material** and positions (e.g. Right to Strike, Living wages)
- **Important battles and consensus gained:** supply chains, FoW Declaration, discussion on informality, productivity agenda hook, sustainable enterprises, skills agenda, platform economy (by now)
- **Better engagement with governments** in emerging economies
- **Broader representation and diversity** of Employer spokespersons: ILC and ILO Governing Body.
- **Better inclusion of members** leveraging virtual means
- Better preparation and outcomes for **complaints and country cases**. Many success stories on this area
- Growing work to **protect EBMOs** from interference/threats



IOE's engagement with other Organisations

International & Regional Organisations	Partners	Initiatives

IOE's activities in the UN – 2025

- **ECOSOC Partnership Forum** (4-5 February)
- **STI Forum** (6-8 May)
- **High Level Political Forum (HLPF) – (14-23 July) SDG Global Business Forum**
- **UN General Assembly** (20-27 September)



IOE's engagement with other organisations – 2025

- **B20/G20: South Africa** Presidency, Summit on (1 December)
- **B7 and G7: Canada** Presidency, (14-16 May)
- **Trade & Employment Business Dialogue**, Bahrain, (29 April)
- **Global Forum on Migration and Development**, Colombia (1-4 September)
- **World Social Summit**, Qatar (5-6 November)
- **COP30, Brazil**, (10-21 November)
- **Partnerships and initiatives:**
 - Deloitte, Microsoft, Oracle



50+ IOE meetings between June 2024-2025



IOE Priorities and Publications

- Policy review: **Social dialogue**: Conditions to be effective (follow up)
- Policy review: **Innovative approaches to informality** (follow up)
- Policy Review: **Skills Shortages**: main trends and challenges (follow up)
- Guidance: **living wage policies**
- Policy review: **Gender/diversity**: Incentives which work and don't work
- Policy review: **Just transitions** in climate change policies
- Policy review: **OSH**: digitalisation/AI and working environment (2026)
- Policy review: **Study on skills shortages** in targeted countries in LATAM and related migration policy recommendations
- Guidance: OSH: employers' position on "heat stress risks" (2026)
- Policy review: **Effective Migration policies**. What works?
- Policy review: Educational systems and labour markets (follow up)
- Newsletter on **industrial relations and Business Human Rights**



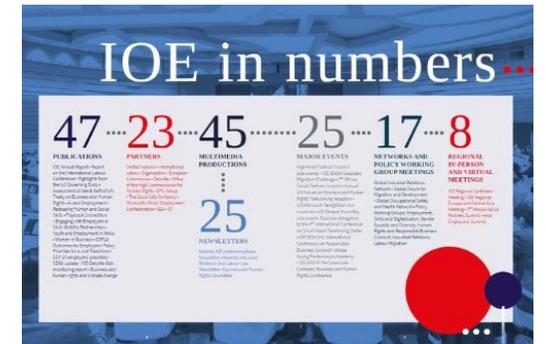
IOE networks and activities 2025

- **IOE meeting for Europe and Central Asia** (Porto, 18-20 September)
- **Industrial Relations**
- **GIRN** – 12-13 February in Netherlands (during the IOE-Randstad first International Conference on IR)
- **Occupational Safety and Health**
- **GOSH** – 8-9 May in Poland
- **Business Advisory Group on Migration**
 - **GFMD** – Summit in Colombia (1-3 September)
- **Gender Equality and Diversity (PWG)**
 - EPIC Steering committee meeting in New York 18-19 September
 - OGWE Secretariat/B20 activities



IOE communications

- **Digital growth:** IOE LinkedIn account at 11k
- **Enhanced Website Engagement:** Increased activity, especially around employment and AI reports, improved publications section and restructured **Members' Area**
- **Expanded Multimedia Production:** Peer-to-Peer Dialogues, social media clips, animated content for enhanced messaging
- **Ease of doing business:** videos and infographics
- **Two popular newsletters** (IR and B&HR) expanding communication reach
- **Upcoming Initiatives:** Development of a **new advocacy training** course covering **lobbying, presentation skills, and public speaking**, engaging both young and senior professionals



AI Xcelerate



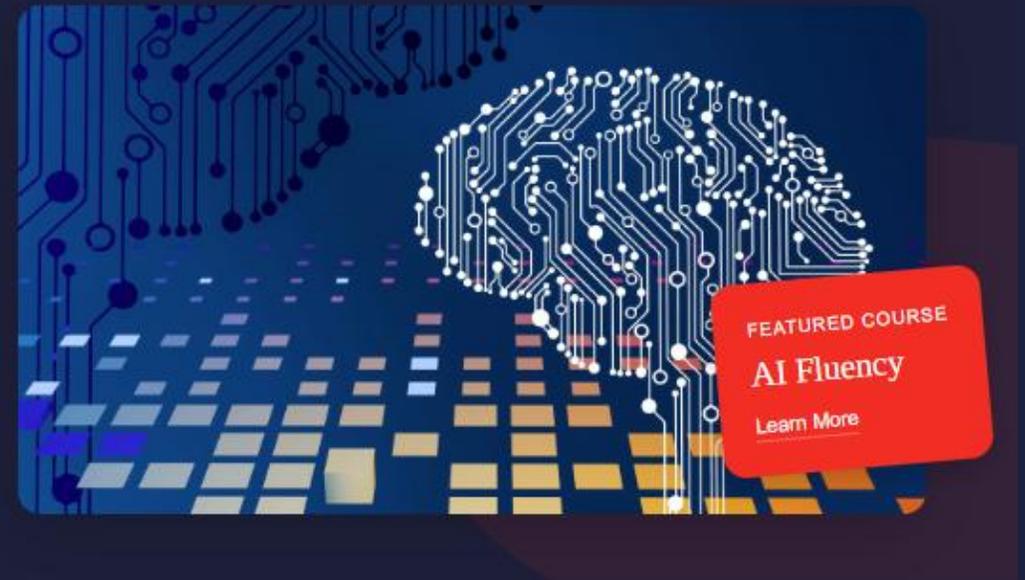
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- IOE initiative with Microsoft support – Free course
- Empowering SMEs and employer organisations through AI literacy
- Building a global AI-empowered ecosystem for productivity, innovation, and competitiveness

Register for free and share:

learn.ioe-emp.org



IOE's Evolution in its relationship with members

Closer to Members

- Increased **country visits** and tailored support
- Enhanced **capacity building**: training, toolkits, advisory services
- **Products & services** more adapted to national realities
- Protection to members
- Better following **members' development** and trends
- IOE activities needs to be much better known among its members
- **What can we do better to help you further?**



Thank you

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