



► ILO Brief

December 2023

Promoting gender equality through responsible business conduct: the role of governments, employers' and workers' organizations

Key points

- This brief aims to highlight how responsible business conduct can promote gender equality in the world of work. Achieving gender equality and women's economic empowerment requires systematic, proactive and transformative change in a range of institutions and areas of action. Women face multifold barriers and gender-based discrimination throughout the employment cycle due to inequalities, legal impediments, cultural mindsets and stereotypes. Governments, employer and business membership organizations (EBMOs) and workers' organizations, as well as enterprises have a critical role to play in helping to eliminate these discriminatory practices.
- The brief starts by providing an overview of key instruments to guide responsible business conduct and outlines the principles of equality of opportunity and treatment in ILO's main instrument in this area – the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration). It then illustrates how the guidance offered by the MNE Declaration and other international instruments can inform the actions of tripartite constituents to advance gender equality. The roles of governments and social partners are also highlighted, along with illustrative examples of action taken by each, independently and jointly through social dialogue.
- The brief concludes by providing a list of relevant resources.
- This is the first in a series of two briefs on gender equality and responsible business conduct. The second brief in the series explores what businesses can do to promote women's economic empowerment at work. This brief has been developed by ILO's Multinational Enterprises and Enterprises Engagement Unit, which leads the promotion of the ILO MNE Declaration, and has benefited from comments of the Gender, Equality, Diversity and Inclusion Branch (GEDIB) of the ILO. It was informed by desk-research.

Role Of Employers Organizations In Asian Countries



International Labour Office

Role Of Employers Organizations In Asian Countries:

Role of Employers' Organisations in Asian Countries International Labour Office, International Labour Organisation, 1971 **Role of Employers' Organizations in Asian Countries**, 1971-01-01 **Employers' Associations in Asia** John Beson, Ying Zhu, Howard Gospel, 2017-06-26 Economic growth in Asia over the past half century has led to significant changes in societies business organization and the nature of work This has been accompanied by the rise in some countries of trade unions and also of employers associations This book explores the nature of employers associations in the major countries of Asia It considers how employers associations have developed in recent decades how changes in market structures and the profile of economies have affected employers associations how employers associations deal with issues to do with pay and employment conditions and how they interact with regulation and the state The book shows how the differing political and institutional contexts of different countries and different economic conditions greatly affect the nature of employers associations and also the wider context of labour markets and trade unions *Report of the Director-General* International Labour Office, 1994 *World Labour Report* International Labour Office, 1987 Contemporary Employers' Organizations Leon Gooberman, Marco Hauptmeier, 2022-05-08 This book argues that employers organizations are resilient organizations that adapt to changing circumstances by developing new practices Adaptation has been prompted by changing economic and social contexts including state interventions and union activities Contexts vary over time across countries and world regions The purpose of the book is to explore these variations and their impacts on employer organization The book covers the following themes across four book sections theoretical perspectives on employer collective action employers organizations in different types of capitalism different types of employers organizations and international and comparative employer interest representation Theoretical explorations examining employer power political preferences meta organizing and ideological foundations are complemented by studies of employers organization in China Denmark Australia Germany Turkey Canada and the UK Different types such as regional and international employers organizations are also examined The book is one of the few edited volumes to examine employer collective action within work and employment and is the first since 1984 to consider western and non western contexts The book will be of interest to employment relations and sociology of work researchers scholars advanced students and practitioners as it brings new perspectives to an understudied actor in employment relations employers organizations **Final Report, Round Table on the Role of Employers' Organisations in Asian Countries**, 1970 Conference report of an ILO Meeting on the role of employers organizations in developing countries of Asia discusses the functions and structure of such organisations and their role in labour relations collective bargaining dispute settlement personnel management social change and economic development etc and in the development of the Asian manpower plan Conference held in Tokyo 1970 December 1 to 10 *Personnel and Human Resources Management* Perfecto S. Sison, **International Labour Documentation** International Labour Organization. Central

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The Paradox in Partnership Helena Syna Desivilya,Michal Palgi,2011 The Paradox in Partnership The Role of Conflict in Partnership Building elucidates on alliances that are on one hand designed to promote collaboration between individuals groups and organizations but on the other hand the processes of their formation and maintenance entail continuous engagement with competitive orientation power struggles and conflict Theoretical frameworks with praxis are integrated as reflected in a variety of organizational community and national contexts In the theoretical domain it expands knowledge on partnerships in general and their paradoxical nature in p **Workforce Development and Skill Formation in Asia** John Benson,Howard Gospel,Ying Zhu,2013-05-29 Asia has undergone rapid transformation over the past several decades as many

countries have embraced new technologies and the processes of globalisation Over this period the inflow of foreign capital into the region the level of trade amongst these countries and trade with other parts of the world has increased substantially The ensuing economic growth has led to some significant changes in labour markets and the demand for skilled employees and their deployment within organisations Focusing on a number of developed and developing Asian economies this book explores the dynamics of workforce development and skill formation and considers questions of both skills shortages and skills gaps The book assesses the current state of training in the selected Asian economies the weaknesses and strengths of their various training approaches and what the present state of training means for the future economic development of these economies

I.L.O. in Asia & the Pacific ILO Regional Office for Asia & the Pacific,1995 World Labour Report ,1993

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