

7th ASIA-PACIFIC HIGH-LEVEL EMPLOYERS CONFERENCE
Ulaanbaatar (Mongolia), 20-21 July 2006

ACTION POINTS

The 7th Asia-Pacific High-Level Employers Conference, having met in Ulaanbaatar on 20 and 21 July 2006, considered the business environment for employers' organizations of the region in the context of current and anticipated developments, and adopted the following recommendations for action by employers' organizations:

1. Labour legislation

- Review and update the comparative labour law information gathered by NICC and the ILO, discussed at the technical meeting held in Beijing in April 2006.

2. Labour market reform – strategies.

- Exchange information and use successful experiences and lessons learned from other countries to persuade governments and other partners on the need for change and the methods to achieve it
- Share information on methods used to raise the resources necessary for mounting effective campaigns
- Build their own capacity to effectively engage in debates on labour market reforms

3. Impact of privatization on labour market.

- Develop case studies on lessons learned from privatisation
- Lead informed debate on why privatisation occurs and its benefits
- Develop guidelines on good practice in the labour market aspects of privatization
- Develop guidelines on the potential role of employers' organizations in privatization, including assisting in placement and promoting skills for employability

4. ILO standards and supervisory mechanism

a) National level action

- Promote a better-informed debate at the country level on possible ratification of ILO standards
- Prepare adequately for the International Labour Conference and engage in or initiate tripartite pre-Conference consultations on the agenda topics
- Engage actively in Committee work at the Conference
- Report back to constituents on the outcomes of the Conference
- Participate more effectively in reporting procedures, by sending comments to the supervisory machinery either directly or through the IOE, when the government does not take account of employer comments

b) Regional level action

- Commission independent research on the reasons, from the employers' perspective, for low ratification of international labour standards
- Participate more effectively as members of the Asia-Pacific region within the employers' group both before and during the International Labour Conference
- Work with the IOE toward informing the donor community of the implications and impact of ratification of particular ILO standards by States without regard for national circumstances

c) Reform of ILO standards and supervisory machinery

- Develop regional inputs to the IOE review of standards-related policies, supporting promotional/integrated approaches to standard-setting and greater flexibility in application
- Actively engage in IOE review of complaints procedures and ILO supervisory machinery

5. SME development strategies.

- Share information, using CAPE as a conduit, on such subjects as:
 - Government policies relating to SMEs.
 - Best practices relating to SMEs;
- Actively use and build on resources such as the Start and Improve Your Own Business and the ILO toolkit on Reaching Out to SMEs
- Consider special programmes to support women entrepreneurs

6. Cost of business – compliance – entry/set up costs.

a) Corruption

- Press for civil service reform as appropriate
- Encourage effective anti-corruption measures and share information in that regard
- Build alliances with appropriate NGOs to eliminate corruption
- Monitor existing initiatives to ensure application of anti-corruption policies

b) Regulatory reform

- Build partnerships with other interested agencies, such as the World Bank, the International Monetary Fund and the Asian Development Bank to fight corruption and remove bureaucratic obstacles to doing business
- Utilise information such as the competitiveness index of the World Economic Forum and the Doing Business ratings of the International Finance Corporation to show governments the cost of poor policies
- Engage in tripartite dialogue to lobby for lowering the cost of doing business

7. Relationships and alliances

- Build relationships/alliances with all relevant parties, including government, trade unions, other business organizations, NGOs and academic institutions in order to build a better business climate

- Participate in more focused information sharing within the region on:
 - the strategies of governments, NGOS and trade unions
 - good practices on institutional arrangements for social dialogue

8. Income Disparities

- Promote entrepreneurship training and skills for youth to reduce future income disparities
- Continually review formal structures to support the gradual move of the informal sector to the formal sector
- Promote linkages between the formal and informal sectors
- Conduct comparative survey on minimum wage-setting machinery
- Conduct desk review of research on the impact of minimum wages
- Promote cooperatives
- Promote school and work programmes to address child labour
- Build strategic alliances with NGOs in rural areas to work on the informal sector

9. Migration

- Network between employers' organizations of sending and receiving countries
- Cooperate to address skill needs to match supply and demand
- Provide guidance to members on the employment of migrant workers
- Pursue non-discriminatory policies with regard to the employment and condition of work of migrant workers

10. Governance and political stability

- Develop guidelines on sound corporate practice

- Conduct research on the ability of corporate governance principles to influence political governance
- Promote linkages of employers' organizations with trade unions and civil society organizations to focus on good governance and political stability
- Promote harmonisation of criteria and policies used by donor agencies and governments
- Share public awareness strategies emphasizing the importance of governance and political stability for development

11. Demographics

- Conduct a survey at the intraregional level on good practice initiatives concerning:
 - Work/life balance
 - Older workers
 - Skill transfers
 - Equal opportunity initiatives

12. Education and training

- Conduct research on good practice on education/business linkages
- Promote appropriate balance between academic and technical education/training
- Create employer organization network on education reform
- Share information on educational training systems/institutions to better understand the functioning of respective labour markets
- Intra-regional training of trainers
- Each EO to consider establishment of an education and training committee