



DUTCH EMPLOYERS COOPERATION PROGRAMME

EIGHT LESSONS FROM THE PANDEMIC

AN EMPLOYERS' ORGANISATIONS' PERSPECTIVE (SUMMARY)

ABOUT DECP

Dutch Employers' Cooperation Programme (DECP) is a public-private partnership founded by the Dutch Ministry of Foreign Affairs and Dutch employers' organisations, with the aim to create sustainable economic development in emerging countries by strengthening the position of local employers' organisations (EOs). To do so, DECP offers advice, shares experiences, and transfers knowledge through workshops and trainings to employers' and/or business member organisations in emerging countries.

INTRODUCTION

Since the start of the worldwide Covid-19 crisis, DECP has closely followed the proceedings in the 23 countries in Asia, Africa and Latin-America where it operates, focussing on the involvement of business member organisations in those countries in tackling the crisis.

KEY QUESTION

What can business member organisations learn from what happened and which actions should they undertake now and in the foreseeable future? That is the key question following the pandemic and therefor the key question in a brief report DECP prepared recently.

ACTIONS

Many meaningful and most probably effective actions have been taken. Of course, the effect of these actions in the longer term must be evaluated later. But we are convinced that it is useful to learn lessons from the initiatives that many employers' organisations took and to share them.

OVERALL CONCLUSION

The overall conclusion is that more investment in social dialogue, relationships with governments and unions, a good internal organisation and a digital infrastructure make employers' organisations in emerging countries more resilient in future crises.

EIGHT LESSONS

Analysing the events has led to an overview of the role business member organisations (BMOs, also known as employers' or entrepreneurial organisations) played and play, resulting in eight lessons for those organisations to emerge stronger from this crisis and be better prepared for future crises.

FULL REPORT

We are happy to share these eight lessons with you in this overview. If you are interested in receiving the full report, don't hesitate to contact us. We will be happy to send it to you. Address to: info@decpl.nl

EIGHT LESSONS

1. Lobby for strengthening the formal setup of a tripartite structure (consultation between business member organisations, trade unions and the government) and broaden its scope to economic topics – to have more influence on the *when* and *what* of tripartite consultations.
2. Create or strengthen an (internal) infrastructure (involving members) on relevant fields of knowledge, e.g. on how to act in case of a (national) emergency – to have knowledge and competences available to advise members and government what actions should be taken.
3. Invest in relations with political leaders, members of parliament and civil servants at all levels – to have easier access for advocacy.
4. Put massive efforts into engaging business leaders – to increase knowledge and bargaining power.
5. Invest in regular meetings with labour union leaders and try to formalise this – to have more countervailing power to tackle arbitrary or damaging government policies.
6. Create one voice of business, team up with other representative business organisations to gain knowledge and bargaining power.
7. Invest in the BMOs' capacity, in competences and skills of staff and in expertise in the area of negotiating and social dialogue – to be more effective in discussions.
8. Invest in (improvement of) digital infrastructure – to more easily involve all target groups (member companies/business leaders, politicians, unions reps, general public, etc.).

DECP

T: +31 70 349 0217

E: info@decpl.nl

W: www.decpl.nl