

## Employers Confederation of the Philippines

*Since 2017, DECP is cooperating with ECOP, the Employers Confederation of the Philippines. ECOP has six hundred seventy-five (675) members. This seems to be a lot. But in a country with over 100 million inhabitants and thousands of companies, ECOP wants to grow, even has to grow, to be accepted as the voice of business by all stakeholders! And ECOP faces a lot of challenges. The cooperation with DECP guarantees acceleration of ECOP's growth. Mr. Jose Roland A. Moya, the general director, introduces ECOP.*



### Expertise and services

ECOP, located in Makati City, Metro Manila, offers a wide array of services to its members and constituents that focus mostly on its core competence, i.e. Labour and Employment, Industrial Relations, and Social Policy issues. Regular services of ECOP include a service help desk, members general meeting, executive labour updates, public seminars, publications and policy advocacy.

### Apprise members and prospective members of the latest and newest policy regulations

The service help desk provides direct assistance to members who have concerns, questions, or problems, in the areas of human resources management, industrial relations, and occupational safety and health. It functions as a responsive mechanism wherein members can communicate with ECOP through a phone call, text message, electronic mail, or social messaging to seek answers to their queries.

The members Annual General Meeting is a regular gathering of company representatives to update members and prospective members on developments in the world of work and issues affecting employers and their business.

### Providing direct assistance to members who have concerns, questions, or problems

The executive labour updates are meant to apprise members and prospective members of the latest and newest policy regulations issued by either the executive or the legislative branch of government. It also provides opportunity to clarify the grey areas in terms of interpreting and implementing said policy regulations.

Public seminars are capacity-building activities in the forms of seminars and workshops meant to upgrade knowledge and skills on industrial relations and human resources concepts, policies, best practices, ethical standards, etc.

ECOP regularly produces research publications that serve as benchmarking tools for employers, executives, human resources and industrial relations practitioners. These publications provide information on compliance with minimum labour standards, voluntary good practices, and prevailing industry trends.

ECOP is vested with the unique role and competency of responding to legislative measures filed in both Houses of Congress as well as in other policy proposals put forward in the various tripartite government bodies. ECOP articulates the unified position of employers with the end in view of protecting business and employment.

### **External and internal challenges**

ECOP recognizes external and internal challenges for the up and coming 2-5 years. The external part concentrates on the future of work and consists of the main issues like climate change, globalization, technological advances, changing demographics and shortage of skills.



**HAPPY 44<sup>TH</sup> ANNIVERSARY!**

*The ECOP staff at the 44<sup>th</sup> Anniversary of the employers' organisation*

Internal challenges as EBMO are; membership recruitment, retention, revival, and retrieval, proactive advocacy, maintaining the relevance of ECOP in terms of service delivery, financial viability, populist legislation and compliance to stringent requirements of new labour legislation.

### **Cooperating with DECP**

ECOP and DECP work together on a variety of issues. The most important thus far are: Chapter development, Skills development, Membership management via implementation of a Membership pack, and Social Media and Communication. Through the support of DECP in the various aspects of ECOP's operation, ECOP was able to see an increase in membership especially via the Chapters who received financial support. It is also through DECP's support that ECOP was able to fully realize the importance of strengthening its presence in the local level by hiring a staff who shall liaise with the Chapters.

### **Increase member engagement, the capacity to deliver services, improve Skills development**

The recently conducted workshop by DECP experts allowed ECOP to review how ECOP could leverage non-traditional media platforms to enhance ECOP's communication strategies to market ECOP's products and services and engage with members and stakeholders. The ambitions for cooperation in the coming years goes much further. In order to increase member engagement, the capacity of ECOP to deliver services and to improve Skills development, the Strategic Agenda, now identifies major issues like Climate survey, Chapter Development, Services Delivery, Skills Agenda and Member Engagement. Other priorities Mr. Jose Roland Moya identifies are; repackaging of services, differentiated

services by addressing sectoral and geographical characteristics of members, capacity building for the secretariat, more direct services for industry associations and chapters.

## **Accelerate to push the economy of The Philippines forward**

### **Accelerating**

It is clear that ECOP is accelerating to improve the business climate on a variety of issues that are all relevant and necessary to push the economy of The Philippines forward!

Mr. Jose Roland A. Moya:



*'Becoming more and more the voice of business throughout The Philippines'*



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