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**Concluding remarks on behalf of employers: Loes van Embden Andres,
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Economic growth and employment

1. Fostering employment and the creation of decent jobs is a common challenge for all of us and will be at the heart of the discussion at the Ministers' Conference.
2. We want to underline that is that jobs are generated by employers and investors. Only if business people are confident to take risks they will invest and create new jobs. We want to emphasize this because we have heard people say that the creation of jobs would stimulate economic growth. That really is a mistake. It is the other way around.
3. Government policies can highly influence the decision made by business people to invest and create jobs. If governments set the right conditions, especially in their regulatory approach, it is quite likely that it will foster growth and attract foreign investments.
4. A good business climate needs a good balance between an appropriate level of regulation to give certainty to business and citizens and sufficient flexibility for companies to be able to smoothly adapt to changing circumstances. Well-balanced labour market policies, for example, are important for the sustainability of jobs, but only if it allows for sufficient flexibility. It is about achieving the right balance between security and flexibility and between quantity and quality of jobs.

Social Protection

5. An appropriate level of social protection benefits or services is not only to the advantage of citizens that are in need, but can also benefit companies that need skilled, productive and motivated workers. Key is that the level of social protection is attuned to the budgetary situation in the country concerned and that social protection activates those who can work to find a job.
6. I also want to refer to ILO's recommendation on social protection floors. This recommendation provides guidance for countries to realize a tailor-made social protection floor and to gradually develop it in consultation with the national social partners.



Governments should consider, in cooperation with social partners, their development of this at the national level, depending on national economic and budgetary considerations.

Skills

7. For Asia as well as Europe more investment in education and training is of utmost importance. A skilled and employable workforce usually is more innovative and productive and workers are usually better able to adapt to changing circumstances. Special attention should be given to solving the problem of skills mismatches in relation to labour market demands and the shortage of workers with STEM skills. We therefore consider that skills, alongside jobs and productivity need to form the core of these discussions between the labour ministers.

CSR

8. Multinational enterprises are increasingly formulating and developing CSR policies and strategies; they want to operate in an environmental and socially sustainable way, whilst enhancing their competitiveness and business performance. This is also promoted and supported by several multilateral organizations, such as the ILO, OECD and the UN High Commissioner on human rights. MNE's can only properly comply with international standards, in particular the fundamental rights at work, if States comply with their duty to protect citizens (including workers).
9. All governments should assess whether their existing policies and legislation fully comply with the duty to protect civilians against the violation of human rights.
10. Furthermore we want to emphasize that it is very important to continue the dialogue on CSR between representatives of Asian and European countries. The aim is to exchange good practices and discuss existing obstacles.

Health and safety

11. Employers strongly support the need for good health and safety practices in the interest of the well-being of workers and its positive consequences for the companies' productivity. Health and safety performance of a company is also critical to reputation management and ill behaviour can seriously damage business relations, in particular in international relations.
12. Risk prevention and promoting a safety culture in a company is essential. But, at the same time, governments should set an appropriate regulatory framework and organize inspection and enforcement. ILO convention 187 is an important framework in this respect.

This concludes the summary of the most important messages we want to give to you for the discussions that will take place in the Ministers' Conference. With respect to the future cooperation we would like to continue our participation in the debate about



subjects that are relevant to Asia and European business alike, including on CSR.

Finally we would like to express our gratitude to the organizers of these meeting and in particular to our Vietnamese host, Mrs Pham Thi Hai Chuyen. We highly appreciate to be involved in the dialogue between representatives from Asian and European countries. Moreover, it is our opinion that a consultation of the social partners on employment and social issues can have an added value for the outcome of your discussions.

I sincerely hope that you will take our comments into account.
