



International Organisation of Employers
Organisation Internationale des Employeurs
Organización Internacional de Empleadores
The Global Voice of Business

GLOBAL EMPLOYERS' WORKSHOP

UNDERSTANDING THE FOW:

PROPOSALS AND RECOMMENDATIONS

Madrid, 27th March 2017
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Deputy Secretary General



FEARS

- Freedom of Association will weaken
- Collective Bargaining will decrease
- Modern slavery (Amazon turk) will grow
- Employment Protection will diminish
- Precariousness will grow
- Inequalities will increase
- More informality
- Social protection schemes will not cover many individuals
- Global supply chains will stimulate irresponsible behaviors





BRIGHT INNOVATIVE SOLUTIONS

- Protectionism: Trade and social clauses
- Legally binding provisions on due diligence for companies
- Universal minimum income
- Restrict activities on the platform/sharing economy
- Universal Security Schemes
- Enhance (sector) collective bargaining
- Strengthen only trade union presence at company level



RECOMMENDATIONS: BUSINESS ENVIRONMENT

- **Ambition for a simpler, flexible and more efficient regulation** on tax/Labor/Corporate etc. Administrative Burdens. Who has done best and why?
- **Global answers for global business:** new proposals
- **Data** management/data collection: guidance and proper regulation
- **Business services** as a key driver of success: policies that foster new and proper services for business





RECOMMENDATIONS: BUSINESS ENVIRONMENT

- **Strong investment in connectivity** and access to internet as key drivers of future business development
- **International Organizations (UN):** more business friendly. Think small first...
- Coherence-synergies for SDG 8. Sustainable Enterprise approach (ILO)
- Much more courage in promoting transitions towards formality: **gig economy as a driver towards formality**



RECOMMENDATIONS: SKILLS

- Provide good data: **picture/assessment of future skills** and qualifications: holistic and dynamic data per sector/country/per type of education
- **Learn from successful countries and sectors** in STEMs, social skills, mobility, employability
- **New attitudes towards skills update. Good skill (self) assessment tools** (individual responsibility)



RECOMMENDATIONS: SKILLS

- Innovative ways of **peer-to-peer learning**, workplace learning, informal learning, tech-assisted learning, including **online learning**
- Identify, assess and learn from cases where close cooperation between the **business and education sector** is making a difference
- Identify the business case: huge skill potential of the **female workforce** in specific sectors/counties/regions



RECOMMENDATIONS: L. MARKET AND SOCIAL PROTECTION

- **Better assessment** of the evolution and development of work patterns
- Much **more public support** for job transitions
- Mediation services and employment policies: **Ambition in PPPs**
- Asses the definition and evolution of **working time**
- Enhance new ways to measure **productivity** (working time?)
- Anticipate **modern forms of social protection** to accommodate the new work realities



RECOMMENDATIONS: INNOVATION

- **Early adoption** of technological and digital opportunities
- **Courageous attitudes** towards innovative workplace organisation
- What PPPs have better enhanced investment in research and development
- Use of **e-platforms** for sharing good practices





RECOMMENDATIONS: INDUSTRIAL RELAT. & S DIALOGUE

- Anticipate the impact of **new communications tools/social media**
- Anticipate/assess the creation of new ways to defend collectively individuals rights (a **more disperse** workforce)
- Anticipate **Global Trade Unions' Campaigns**: communicat. policies
- Rethinking the **representativeness** of EOs and Trade Unions: services and back up from companies
- Social Dialogue: ways to make it **more effective and quicker** in providing answers





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