The Future of Work and its Implications for EO
IOE at a Glance

- **Social & Labor Policy**
- **Private, Voluntary & Independent**
- **Promoting Business Interest**
- **ILO, UN, G20/B20, UNGC and more**

- **156 Members**
- **144 Countries**
- **3 Company Networks**
- **5 Policy Working Groups**
- **40+ MNE**
IOE Strategic Vision & Focus Areas

I. Advancing the employer and business agenda across a range of forums and the media

II. Strengthening the capacity of business and its employers’ organisations to support their own members

III. Equipping companies with information and networking resources to meet the social and labour obligations and challenges of operating globally
Future of Work – Opportunities & Challenges

- Past transformation pace allowed for enough time to adapt and resulted in growth of economy and productivity
  - Replacement of manual labour
  - Upscaling of skills and competencies
- Now transformation is much more complex
  - High speed of technological development,
  - Ongoing globalisation
  - Demographic challenges
- Future of Work important topic for all
  - ILO
  - G20
  - National Government
  - And many more

+ New jobs
  - New markets
  - Tailor made for individuals and companies
  - Work life balance

- Job losses
  - Re-design of jobs
  - Legal and institutional framework not fit for purpose
  - Lacking social protection
Future of Work – Impact on Business

SERVICES
ON-DEMAND ECONOMY
OUTSOURCING
GLOBAL TALENT COMPETITION
PART-TIME WORK

MULTIPLE JOBS
LIFE LONG LEARNING
CHANGING RELATIONSHIP
FLEXIBILITY
INNOVATION

WORKPLACE DIVERSITY
SUPPLY CHAIN
NETWORK
INDIVIDUAL PRODUCTIVITY
WORKER AUTONOMY

EMPLOYABILITY
DEMOGRAPHIC CHANGES
EXPECTATIONS
MEASURING PRODUCTIVITY
?
Future of Work – Policy Responses

- Adapt labour market regulation and institutions
- Accept flexible work arrangements
- Support new forms of work
- Design modern migration regulations
- Facilitate online platforms to match skills/jobs
- Schools and universities curricula fit for purpose
And One More Thing......

DIVERSE FORMS OF WORK, FORMS THAT WORK!

NEW WAYS OF SOCIAL DIALOGUE
LEGISLATION FIT FOR PURPOSE
SOCIAL PROTECTION FLOORS
EDUCATION, EDUCATION, EDUCATION
GREAT RESEARCH AVAILABLE

PROMOTE
NOT ONE SIZE FITS ALL
WAGES, COMPETITIVENESS & PRODUCTIVITY
SUSTAINABLE ECONOMIC GROWTH
SOCIAL INCLUSION

Lets change the language we use as business!
Future of Employers Organisation

PRESENT
- General Assembly
- Governing Board
- Commissions
- Working groups
- Events

UNITES
- Advocacy and Lobbying
- Social Dialogue

REPRESENTS
- Information
- Advice
- Training
- Helpdesk
- And more

SUPPORTS

FUTURE

UVP
- …………..
- …………..
- …………..
- …………..

FUNDING
IOE Activities, Collaboration & Funding

Activities
- Advocacy
- IOE Brief
- IOE Networks
- Jobs for Africa

Collaboration
- GAN (Skills for Business, Jobs for Youth)
- GRI (Empowering Sustainable Decisions)
- EU
- IOE Forum on Migration & Development
- Business Connect

Funding
- Past
  - Membership dues
- Transition
  - Membership dues
  - Activities
  - Pro Bono
  - PPP
- Future
  - Grants
Setting Up For Success By Creating Added Value

1. Support a better business environment
2. Become employers organisation of choice
3. Help companies to perform better
IOE Team – Power of the Network

IOE MEMBERS

IOE PARTNERS

IOE NETWORK
Thank you

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IOE Networks

Global Industrial Relations Network (GIRN)
40 members

Global Occupational Safety and Health Network (GOSH)
16 members

IOE Partners
15
IOE Collaboration

- UN: ILO, UN Global Compact, UNHCR, IOM, UNEP, OHCHR, GFMD (ECOSOC status)
- OTHERS: World Bank, G7, G20/B20, Human Rights Council, Council of Europe, IBA, ICC, GAN, GRI, EU Funding, Jobs for Africa and many more

- Public Private Partnership
- Voice of business to the GFMD
- Promote more transparent, effective and humane migration policies
- IOE and WEF Business Advisory Group chaired by Austin Fragomen Jr.

- Public Private Partnership
- GAN National Networks: Turkey, Indonesia, Spain, Argentina, Colombia, Mexico, Tanzania, Malawi
- More to come in The Netherlands, France, Chili and US

- 3 year project
- Public Private Partnership
- Strengthen capacity of members
- Focus on LDC
- Collaboration with CEOE, ITC, GRI, Centro Vincular, Business Mechanism GFMD, Business Africa

- Public Private Partnership
- Multi Stakeholder
- 2013 Casablanca Declaration 1
- 2015 Casablanca Declaration 2
- 2016 Blueprint Jobs for Africa
- 2017 Implementation JFA strategy