

The Future of Work and its Implications for EO



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

The Effective Employers' Organization
Teheran, 12 August 2017, Linda Kromjong, Secretary-General

IOE at a Glance



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 it's 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

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

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- Job losses
- Re-design of jobs
- Legal and institutional framework not fit for purpose
- Lacking social protection

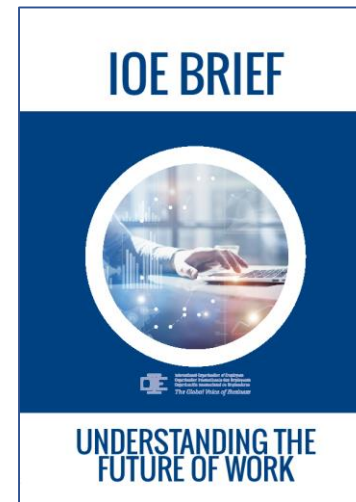
Future of Work – Impact on Business

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	?



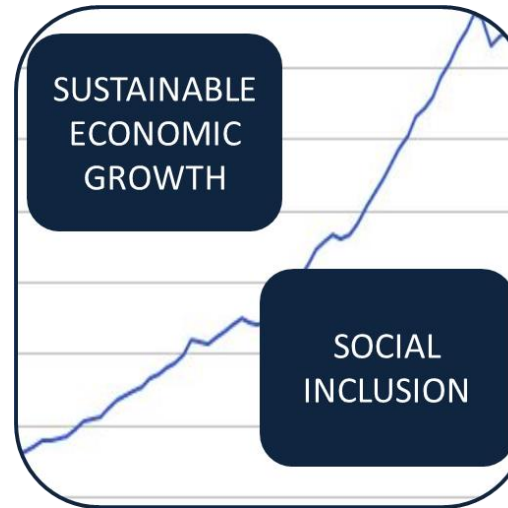
Future of Work – Policy Responses

- **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!

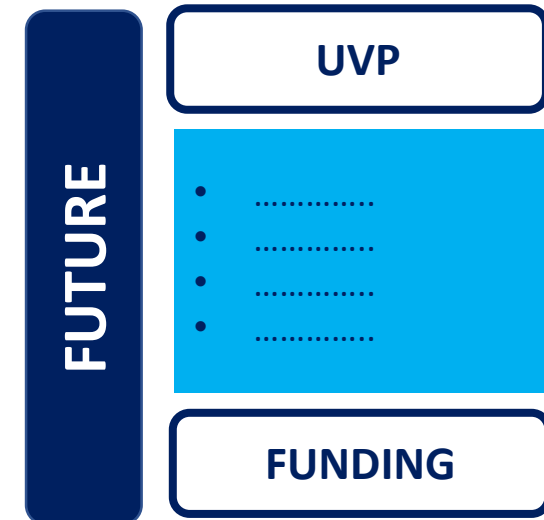
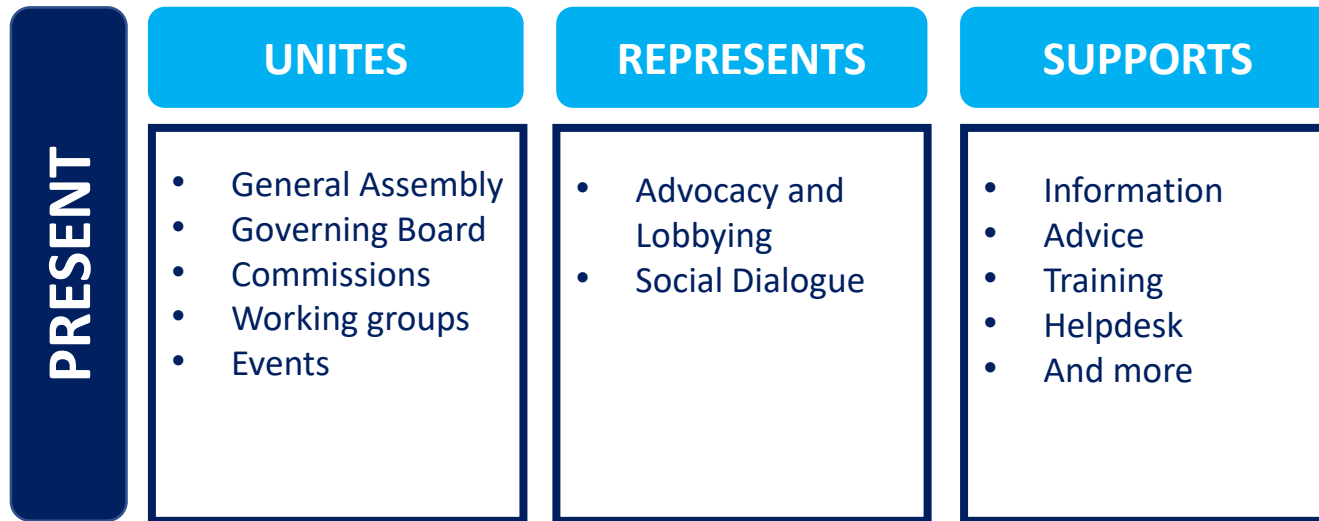


- ▶ NEW WAYS OF SOCIAL DIALOGUE
- ▶ LEGISLATION FIT FOR PURPOSE
- ▶ SOCIAL PROTECTION FLOORS
- ▶ EDUCATION, EDUCATION, EDUCATION
- ▶ GREAT RESEARCH AVAILABLE

Lets change the language we use as business!



Future of Employers Organisation



IOE Activities, Collaboration & Funding



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



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IOE
MEMBERS

+

IOE
PARTNERS

+

IOE
NETWORK

Thank you



kromjong@ioe-emp.com

Contact us:

www.ioe-emp.org

ioe@ioe-emp.com



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 Partner ship
- 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