

The Future for Business Representation in a Changing World of Work



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



Australian
Chamber of Commerce
and Industry

ACCI, Sydney, 22 September 2017, Linda Kromjong, Secretary-General

Future of Work – Evolution or Revolution?

- **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, High Level Commission of Future of Work
 - G20/G7
 - OECD
 - National Governments
 - 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
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Many on-knowns, risk or opportunity?

Future of Work – Impact on Business

SERVICES	ON-DEMAND ECONOMY	OUTSOURCING	GLOBAL TALENT COMPETITION	DIVERSE FORMS OF 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 Business Federations

UNITE	REPRESENT	SUPPORT
<ul style="list-style-type: none">• General Assembly• Governing Board• Commissions• Working groups• Events	<ul style="list-style-type: none">• Advocacy• Lobbying• Social Dialogue	<ul style="list-style-type: none">• Information• Advice• Training• Helpdesk• And more
CONNECT	COMMUNICATE	FUNDING
<ul style="list-style-type: none">• Other networks• Joint actions• Multi stakeholder engagement	<ul style="list-style-type: none">• Technology• Agile• Fast	<ul style="list-style-type: none">• Membership dues• PPP• Grants• Pro Bono• Activities• Secondments

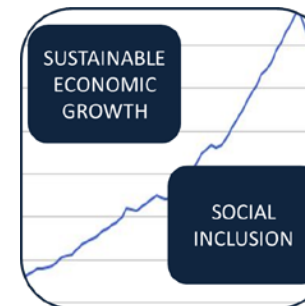
If everyone is moving forward together, then success takes care of itself"

Henry Ford

Future of Work – Policy Responses

- Adapt labour market regulation and institutions
- Supporting new and diverse forms of work
- Ensure agility of regulations
- Public support for job transition and mobility
- Social protection floors
- Embrace diversity
- Design modern migration regulations
- Facilitate online platforms to match skills/jobs
- Schools and universities curricula fit for purpose
- Focus on STEM

Strong Employers Federations



**DIVERSE
FORMS OF
WORK,
FORMS THAT
WORK!**

In Conclusion



1 in 2

Australians will need skills such as programming, software development and skills to build digital technology.

 <p>Think Critically</p> <ul style="list-style-type: none">Problem solvingHigh order thinking skillsInterdisciplinary approachReal world problemsProject based learning	 <p>Communicate Clearly</p> <ul style="list-style-type: none">Effective communicationSelf and peer reviewInformation fluencyMedia fluencyDigital fluency	 <p>Work Collaboratively</p> <ul style="list-style-type: none">Team buildingEffective communicationSelf and peer assessmentCollaborative mediumsSuitable technologies
 <p>Embrace Culture</p> <ul style="list-style-type: none">Context of informationExchange respectCollaborationBuild communityReal world problems	 <p>Develop Creativity</p> <ul style="list-style-type: none">ImagineIncorporate designIntegrate functionInterdisciplinary approach	 <p>Utilise Connectivity</p> <ul style="list-style-type: none">Interdisciplinary approachEncourage collaborationEnable technologyInformation fluencyEncourage reflection

***The Future of Work,
building together a
future that works!***

Thank you



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