

28 May 2020 (08h45-10h00)

Future of Work: Finding purpose, motivation & engagement

by IOE Secretary-General Roberto Suarez Santos



A powerful
and balanced
voice for business



A powerful and balanced voice for business

1920

Established for nearly one hundred years...

150 +

We have more than 150 employer and business organisation members...

140 +

in more than 140 countries spanning the globe...

50 million +

We represent the interests of more than 50 million companies...

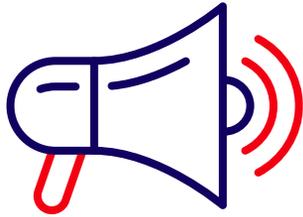
100s of millions

that employ hundreds of millions of workers...

1

We are one global employer community...

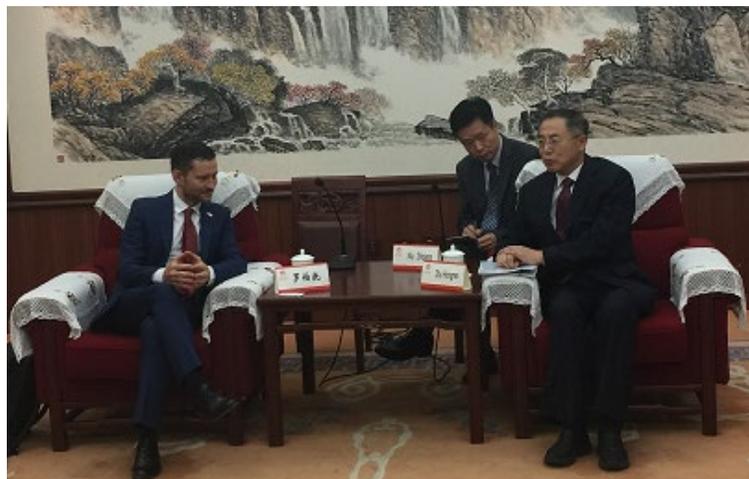
What we do – Expertise. Advocacy. Service.



- **Promote** and **defend** business interests at the United Nations, the International Labour Organization, G20, B20 and more

- Our vision is to **create a sustainable economic environment around the world**, promoting free enterprise that is fair and beneficial to both business and society

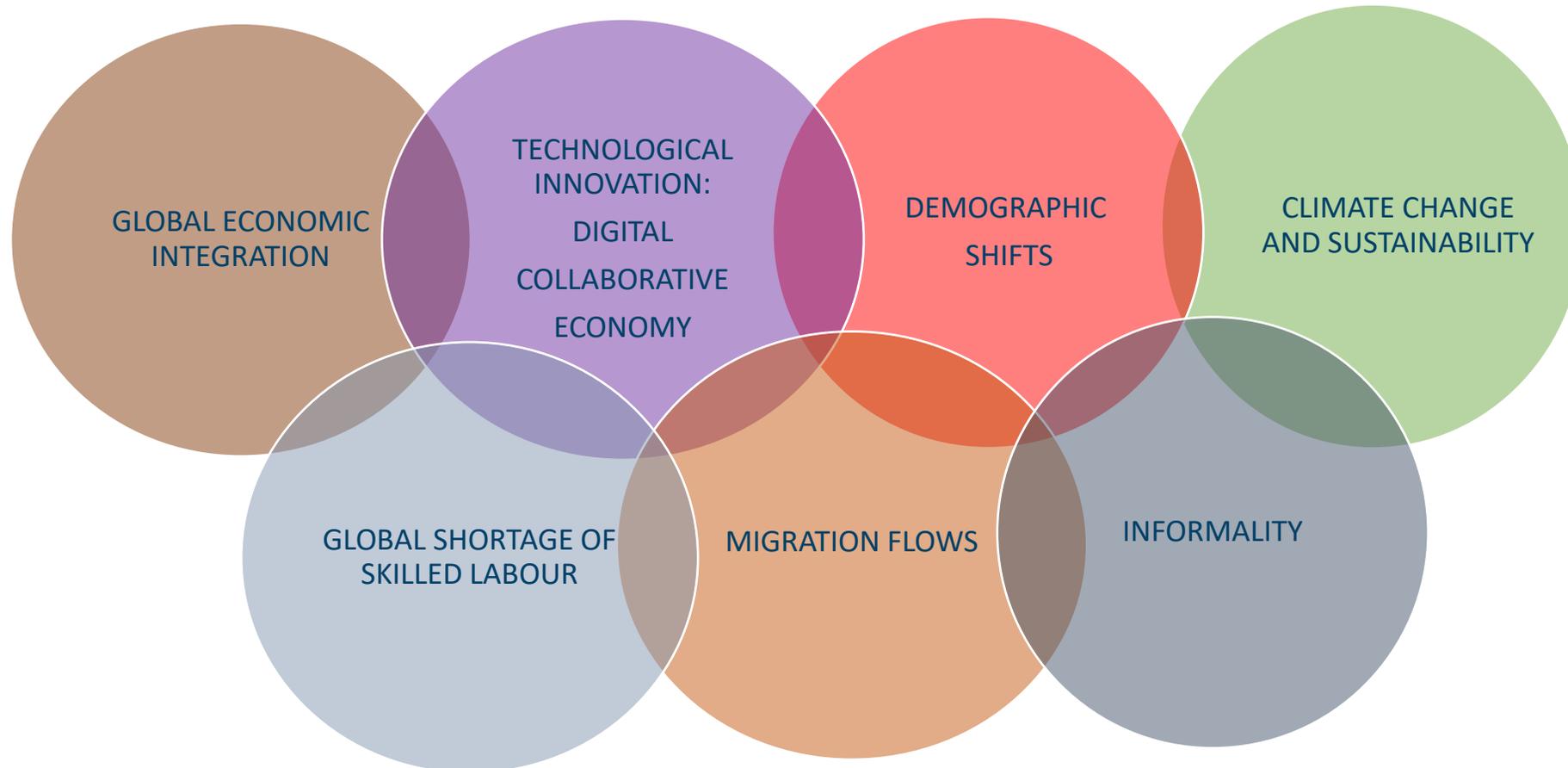
Expanding influence: engaging with a larger number of stakeholders. SDGs



Some of our partners



New scenario? Speed of change



Job losses/Job creation/transformation

- More jobs/employment/tasks? More unemployment? (5.1 millions of job losses?)
- Wage stagnation/income inequalities increasing?
- Skills polarization?
- Income convergence among countries?



Structural/temporary trends?

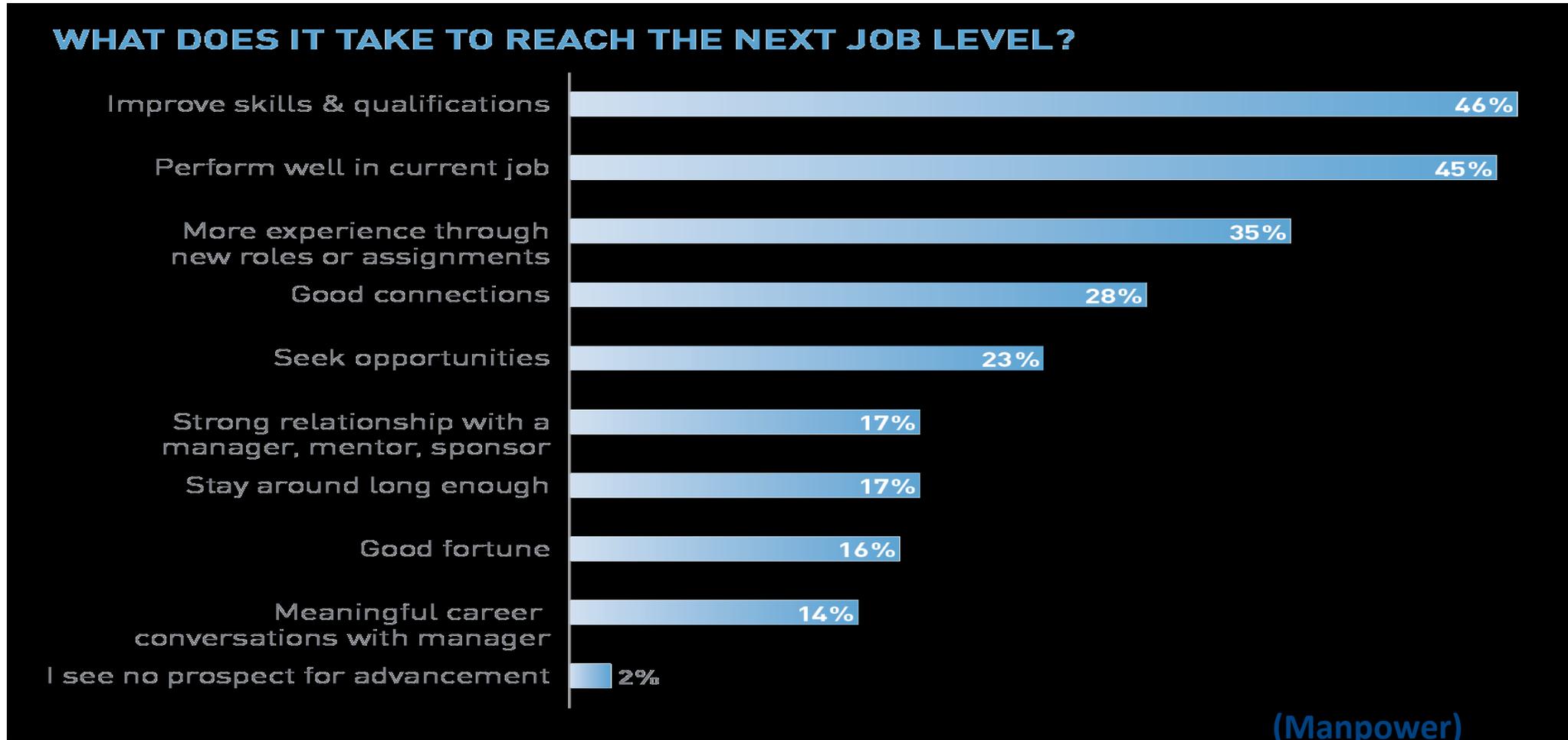
Automatization: What will disappear?

- Number of affected jobs high in developed economies (35% UK, 49% Japan, 47% USA). Not necessary low qualified jobs but routine jobs
- 9% of Jobs will dissapear/transform radically in OECD countries
- Sectors: transport, administrative tasks, **services**



Qualitative element : Speed of change

“Learnability”: attitudes and capacities to learn



Artificial Intelligence

“Deep learning”: search engines, automatic translations (websites), voice recognition, image recognition, fraud detection, self-driving cars and drones, legal search/market analysis/essays? etc



...even software design!

Skills for the future

“STEM”: Engineering-mathematics-technology (14 of the 35)

Creativeness/innovation/social skills/strategic approaches/analytical thinking/ communication

Health sector and social services

Green economy and energy sector

Big data/ IT security/Robotics/nanotechnology/ 3D printing



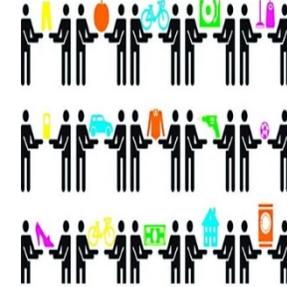
New business models

- Right now, most successful business models are **digital**
- **Growing and dying fast**
- **Start ups growth** is increasing both in developing and developed countries
- Also **easily leading to large/huge digital emporiums/firms**: barriers to competition
- Digital and technology means now **higher access to new customers, most importantly, to global markets**
- There is not, as such, a **“platform business model”**



Gig/collaborative/Platform economy

- New (small) companies which cross easily borders
- Difficult to control/Regulation?/**do they increase informality?**
- They create **big networks** and **new incomes**/new services
- Improve **quality** of services: better follow up of custom satisfaction
- Affecting a **wide and growing range** of services in very different manners: transport/restauration/hotel/cleaning/social aids/financial investment, etc).
- But just **1% employment** in developed countries. **Data missing** on how they are evolving!
- **Turnover figures expanding** (Airbnb more than Hilton in 2016)



Classical employment relationship at risk?

- Gig economy: freelance? / self-employees?/ tasks/ false dependent workers?
- Are “freelance”/self-employees increasing in number?
- Is the concept of employer changing?
- Multitasks-multijobs : growing in some countries and sectors
- Diferent mentality of young people?: millennials
- **Again data missing**, both globally and locally



Is the way we work changing?

- **Working time?**
- **Working place**
- More autonomy, less hierarchy
- **Measuring productivity:** more sophisticated (privacy?/tensions?)
- **Data protection**
- Outsourcing/offshoring but also reshoring
- **Global talent competition**
- **New ways to update skills,** more informal, more customized to individual needs? (MOOCs)



Fears

- **Less jobs, worse conditions**, less protection to workers
- **Freedom of Association** will weaken
- Collective Bargaining will decrease
- Modern **slavery** (Amazon turk)
- **Inequalities will increase**
- **More informality**
- **Social protection schemes will not be developed** or will weaken
- **Irresponsible behaviours** of MNE in developing countries (Global Supply Chains)



Innovative solutions?

- Minimum **Universal Income**
- Restriction/ban to the development of the collaborative economy
- Taxing machines
- **Protectionism:** Trade, Social Clauses
- Global Supply Chains: demonizing them

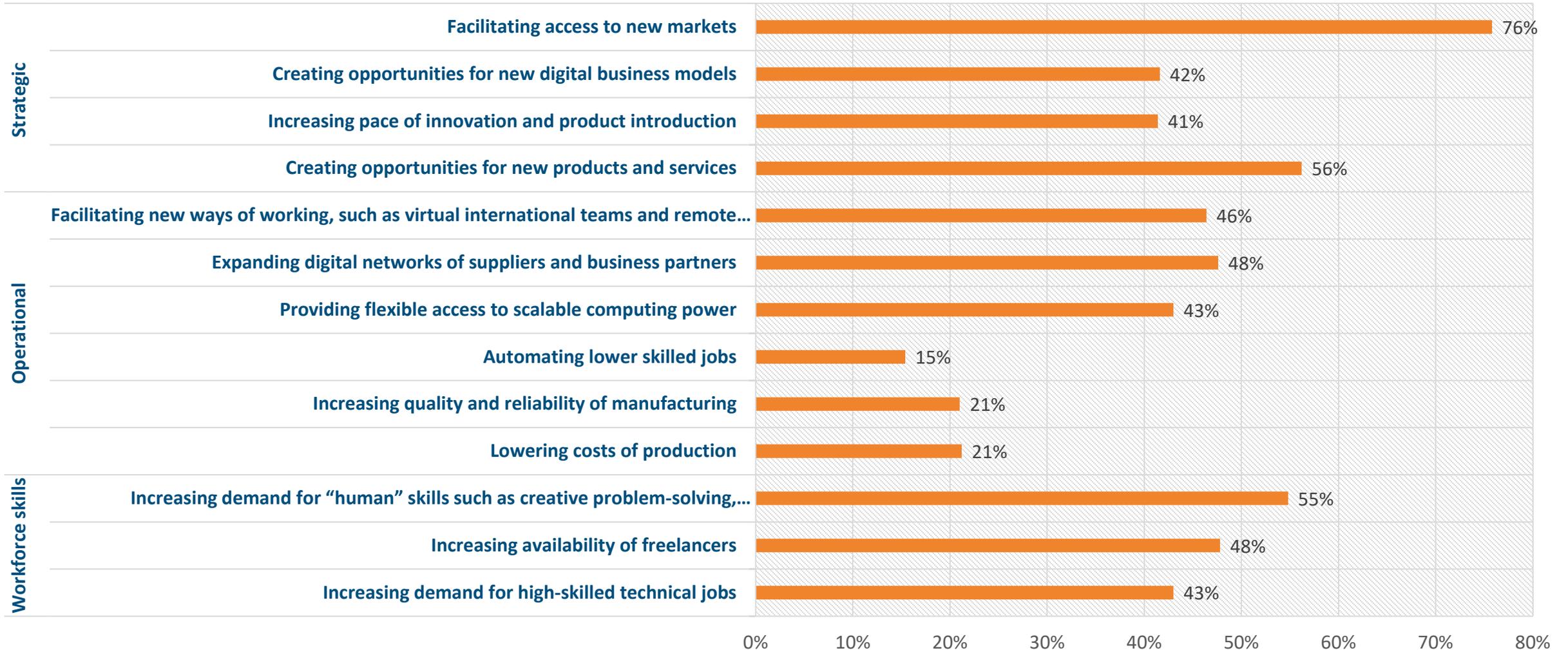


Global trend or just developed ec.?

- New opportunities in developing countries
- Global talent competition
- Informality/new forms of work
- Phenomenon of “reshoring”. The work which can’t be automated is not decentralized outside
- Crucial: level of qualifications in new areas
- Essential: solid and stable institutions
- Level of connectivity/access to new technologies



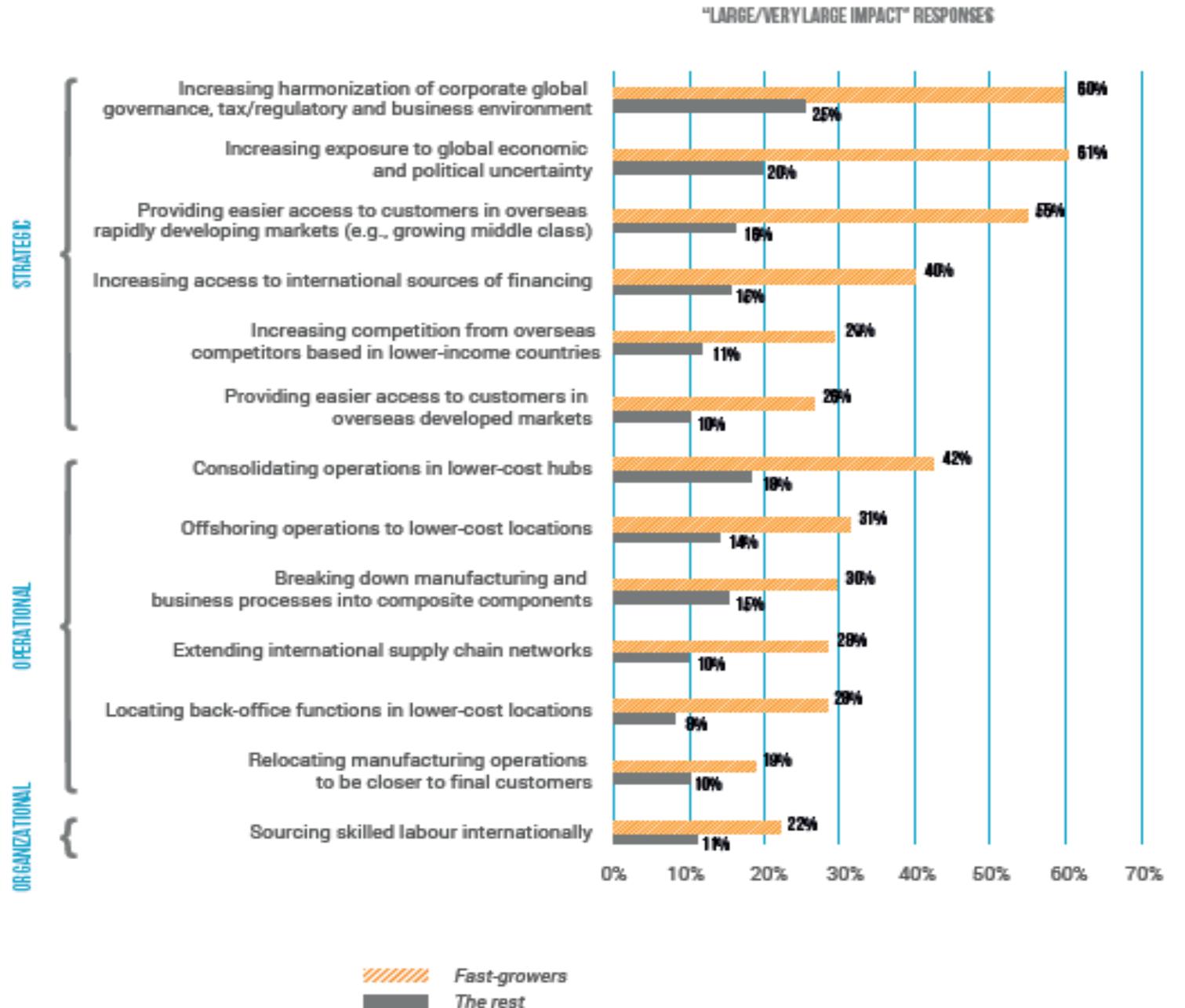
TECHNOLOGICAL INNOVATION HAS THE STRONGEST IMPACT ON BUSINESS



FAST-GROWING COMPANIES FEEL THE IMPACT OF GLOBALIZATION MOST

22 % - came from developed economies

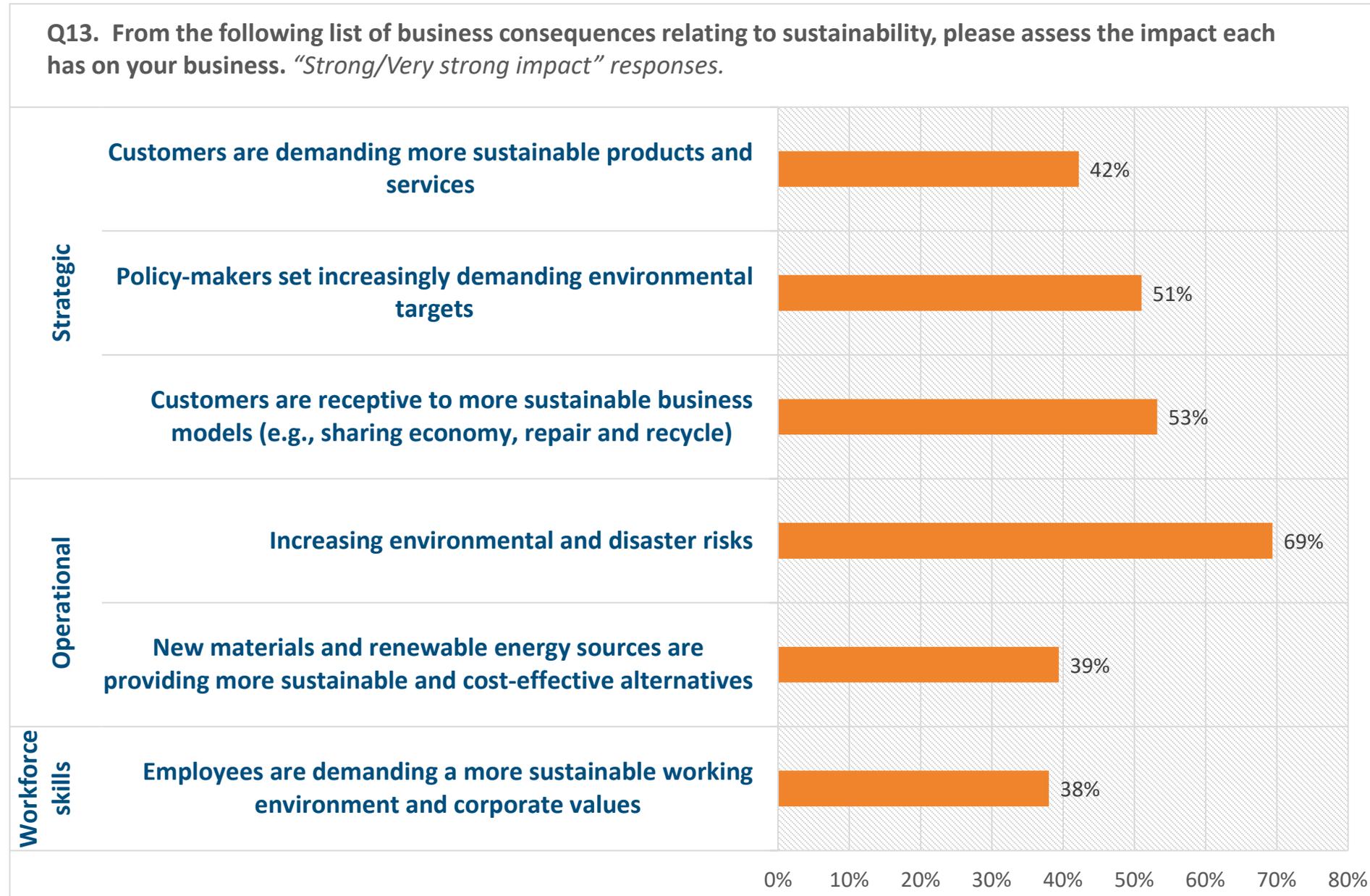
78% - came from developing economies



SUSTAINABILITY AT THE CORE

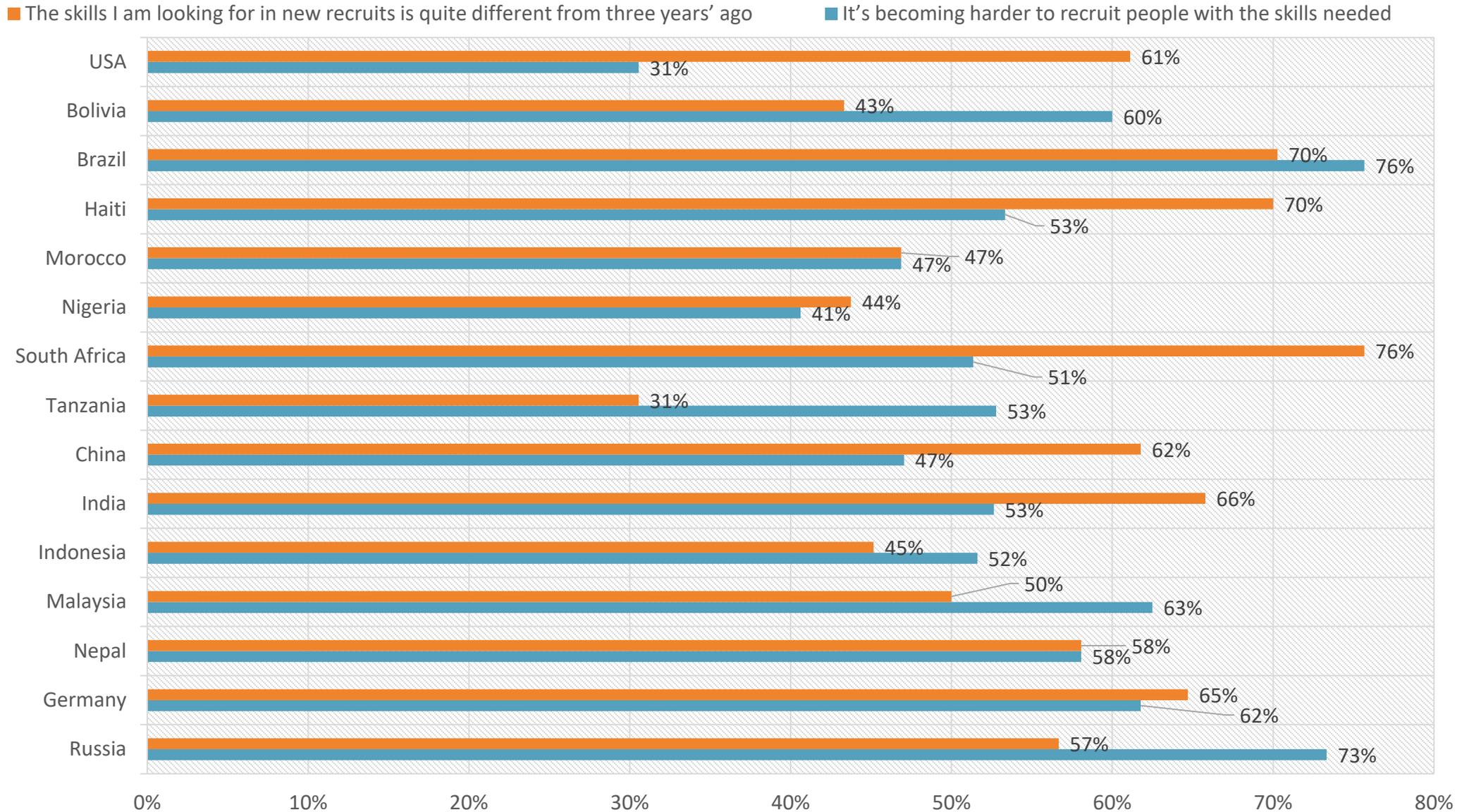
Companies are expected to become sustainable by considering the triple bottom line: profit alongside social and environmental impact.

Environmental risks are increasing the vulnerability of businesses and people worldwide



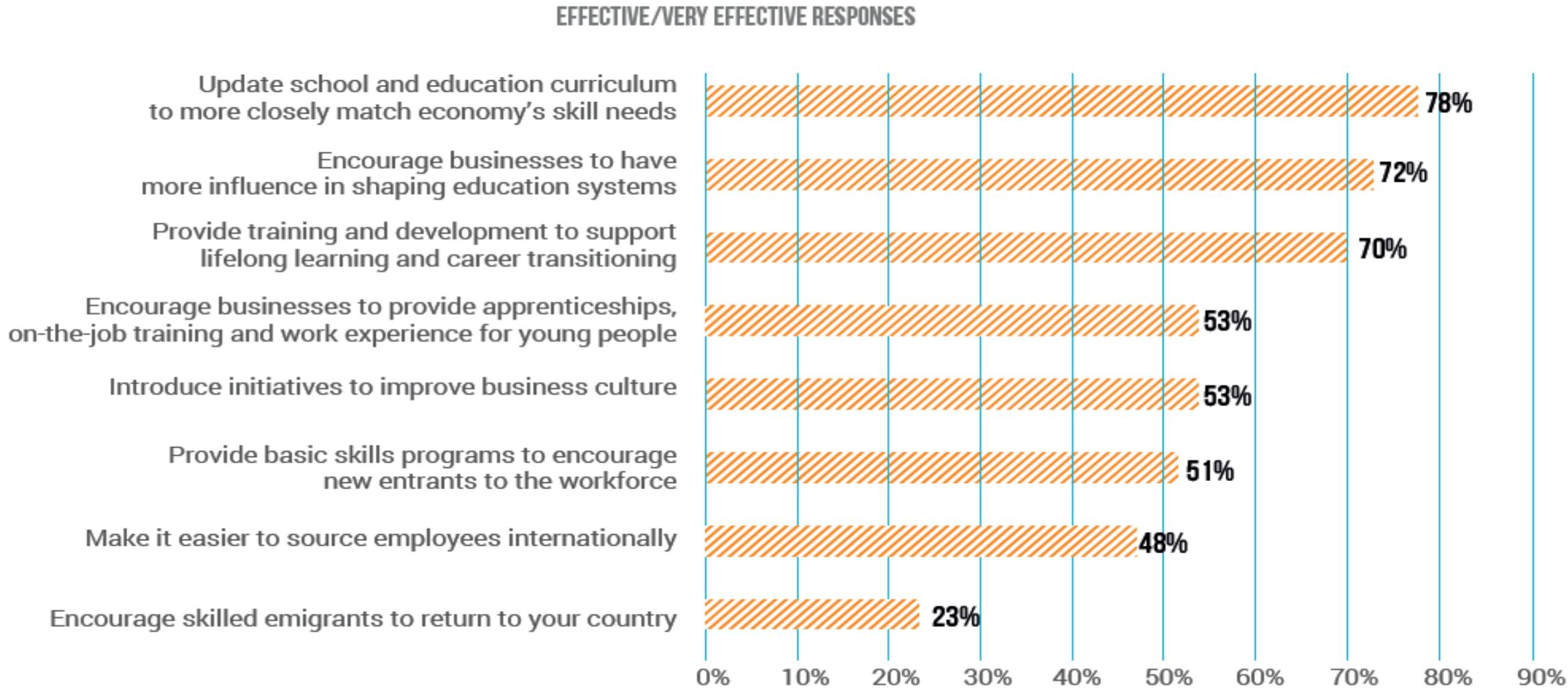
SKILLS ARE THE CURRENCY OF THE MODERN WORKPLACE

Increasingly
encountering
challenges:
Locating,
Hiring
Retaining
TALENT



SKILLS INITIATIVES NEEDED

Figure 6.2 Please rate how effective the following external initiatives could be in helping your business source employees with the skills you need.





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Thank you!

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