

IOE Centenary Global Summit on the Future of Work

5-6 February 2020, Kuala Lumpur, Malaysia



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THE FUTURE OF WORK IS NOW!

The world of work across the globe continues to undergo rapid change and disruption arising from digital and technological advances, including automation, artificial intelligence, big data, IoT (internet of things), as well as generational shifts, and new societal dynamics such as the gig economy. Businesses and workers are adapting and need to continue to do so because jobs are being fundamentally re-designed or cease to exist. These factors will re-shape everybody's lives as well as bring new challenges and opportunities to society and businesses alike. Major modifications in terms of capabilities and skills are necessary in the labour market. Consequently, all aspects of employment will need to be adapted through policies that will allow businesses to create more and better work opportunities, increase productivity, enhance competitiveness, as well as strengthen sustainable growth.

IOE is at the forefront of global debate on the Future of Work to represent business and employers' perspectives on digitalisation, innovation, new business models, and all related changes affecting employment and the world of work.

Businesses cannot afford to be idle - businesses need to 'disrupt' before they are 'disrupted'!

Following the successful *Global Conference on the Future of Work*, which took place in Madrid in 2017, the International Organisation of Employers (IOE) is now joining forces with the Confederation of Asia-Pacific Employers (CAPE) and the ASEAN Confederation of Employers (ACE) to host the **2020 edition**, with the generous support of the European Union. A great way to kick start the IOE's centenary celebrations!

Come and join us to share, connect and hear inspiring views on the Future of Work from industry leaders, IOE, ILO, international agencies and employer and business-membership organisations from around the world!

CONCEPT NOTE

Background

This Global Summit is co-organised by IOE, CAPE and ACE. IOE represents employers' views in Future of Work policy debates at national, regional and international levels, notably at the UN, ILO, B20, OECD (in support of Business at OECD) and various international forums. IOE has also been in the forefront on this topic in many regions of the world.

There are some important questions to be asked: How are sectors adapting? What are the needs of business? How are small and medium sized enterprises (SMEs) coping, considering that they are operating on much smaller budgets than large companies and multinationals? How can businesses boost their competitiveness and productivity through innovative work processes and advanced talent pipeline development? Can employer and business-membership organisations (EBMOs) help governments tackle informality and if so, how? How can we move from these political discussions and turn policy recommendations into concrete actions?

Target audience for participation

The Summit will bring together between 50 and 70 participants from EBMOs and companies from around the world, including from Least Developed Countries and Small Island States.

Expected outputs

- A report on EBMO and enterprise responses to the Future of Work;
- A toolkit on how EBMOs can approach the Future of Work discussions; and
- Yearly monitoring of commitments and work by IOE member organisations on preparing themselves and their members for the future of work.

Expected outcomes

- A review of work being done by IOE member organisations;
- EBMOs learn about the latest trends affecting the Future of Work from key experts;
- EBMOs from around the world are given international space to present the work being done in their respective organisations in preparation for the Future of Work;
- EBMOs exchange new information since the IOE's Future of Work event in 2017 in Madrid, Spain; and
- There is stronger engagement by EBMOs on the Future of Work at national level.

Format and working methods:

- Davos-style conference with three parallel sessions under the Chatham House rule as follows:
These parallel sessions will last 1.5 hours in total. The participants will be divided into three groups. For each discussion topic, there will be one facilitator and one rapporteur, who will note down the ideas proposed by the participants on the given topic. Every 30 minutes, the participants will move to another topic. This means all the participants will get a chance to contribute their views and ideas on each of the three topics. At the end of the session, the facilitators will report on the ideas proposed under each topic (in Plenary).
- The outcomes of the parallel sessions will be used to create the toolkit mentioned above.
- An evaluation will be made before and after the meetings to capture participants' comments.

AGENDA

Wednesday, 5 February 2020

08:30 – 09:00 Registration

09:00 – 09:30 Welcome

- Opening Remarks by Mr Roberto Suárez Santos, Secretary-General, IOE
 - Welcoming Statement by Hon. Tan Sri Azman Shah Dato' Seri Haron, President, CAPE
 - Welcoming Statement by Mr Ekasit Kunanantakul, President, ACE
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09:30 – 10:30 **High-Level Panel session: *'What are businesses and employers' organisations currently doing to harness the opportunities which come with the Future of Work to increase productivity and enhance competitiveness?'***

Moderated by Ms Diana Douglas, Vice President, Barbados Employers' Confederation

- Mr Alex Frimpong, Chief Executive Officer, Ghana Employers' Association
 - Mr Sergio Drucaroff, Advisor, Union Industrial Argentina
 - Mr Cas Coovadia, Managing Director, Banking Association South Africa
 - Mr Alberto P. Fenix Jr., Governor, Employers Confederation of the Philippines
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10:30 – 11:00 Q&A session

11:00 – 11:20 Group photo & Coffee/tea

11:20 – 12:20 **Interactive discussion: *'Innovative, effective ideas and concepts in promoting essential skills among youth in Asia'***

Moderated by Mr Datuk Shamsuddin Bardan, Secretary-General, CAPE

- Ms Nazrene Mannie, Executive Director, Global Apprenticeship Network
 - Mr Shankara Govindaiah, Associate Vice President, HR & Services, Toyota
 - Mr Senjaya Mulia, President, ASEAN Youth Organisation
 - Mr Scott Barklamb, Director of Workplace Relations, Australian Chamber of Commerce and Industry
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12:20 – 12:45 Q&A session

12:45 – 14:00 Lunch

14:00 – 15:00 **High-level panel: *‘Innovative ideas to develop the talent pipeline and reduce turnover’***

Moderated by Ms Khine Khine (Rosaline) Nwe, Joint-Secretary General, Union of Myanmar Federation of Chambers of Commerce and Industry

- Ms Lucy Sharp, Regional Head of Marketing & Communications, Thought Leadership and Government Affairs, The Adecco Group
- Mr Janah Mohamed Ali, President, National Federation of Maldivian Employers
- Dr Jasmine Begum, Director of Legal and Government Affairs, Microsoft ASEAN & New Markets
- Mr José Medina Mora, National Vice President, COPARMEX (Mexico)

15:00 – 15:30 Q&A session

15:30 – 16:00 *‘Just a conversation’*: Ms Siriwan Romchatthong, Secretary-General, Employers’ Confederation of Thailand and Mr Leslie Hayward, Vice-President HR South-East and North-East Asia, Shell, on the *‘Future of Industrial Relations in the Oil and Gas industry’*

16:00 – 16:15 Coffee/Tea

16:15 – 17:00 ***Follow up to IOE-ILO ACT/EMP report ‘Changing business and opportunities for Business and Employer Organizations’***

Presentation by Ms Akustina Morni, Adviser, IOE

Thursday, 6 February 2020

09:15 – 10:15 **Interactive Panel session *‘How are Employer Organisations helping their members with Future of Work initiatives – for that competitive edge and to be ahead of the curve?’***

Moderated by Mr Roberto Suarez-Santos, Secretary-General, IOE

- Ms Bhavna Chopra Srikrishna, General Manager, Confederation of Indian Industry
- Ms Myriam Denk, Partner, Deloitte Consulting AG
- Ms Tugschimeg Sanchir, Senior Adviser, ILO Bureau for Employers’ Activities
- Ms Grace Nabakooza, Head of Employment Relations and Legal Services, Federation of Uganda Employers

10:15 – 10:45 Q&A session

10:45 – 11:00 Coffee/Tea

11:00 – 12:30 **Presentation on ‘Good practices on how to tackle informality’**

Given by Mr Philippe Marcadent, Chief of Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO

Facilitated by Ms Rita Yip, Adviser, IOE

Q&A session

12:30 – 14:00 Lunch

14:00 – 15:30 **Parallel Sessions** introduced by Ms Akustina Morni, IOE Adviser

How can EBMOs help Governments to anticipate future skills and reform outdated education curricula?

Facilitated by Mr Hobart Va'ai, CEO, Samoa Chamber of Commerce and Industry (Rapporteur: Mr Amadou Sako, Associate Director, National Council of Employers of Guinea)

How can EBMOs help their members better understand the impacts of the Future of Work on their operations and business strategies?

Facilitated by Mr Eduard Irinel Floria, TF Leader, Concordia (Rapporteur: Mr Ravindra Peiris, Senior Specialist on Employers' Activities, ILO DWT for South Asia)

How can SMEs keep up with technology and innovation without ‘breaking the bank’?

Facilitated by Ms Anabahati Joseph Mlay, Female Future Programme Coordinator, Association of Tanzania Employers (Rapporteur: Mr Lee Dong Eung, Senior Specialist on Employers' Activities, ILO DWT for East and South-East Asia)

15:45 – 16:00 Each *Parallel Session* Facilitator report back to Plenary

16:00 – 17:00 **Concluding remarks** from participants – ‘What are the key takeaways?’

Facilitated by Ms Caroline Balikungeri, Project Officer, IOE

Closing remarks by Mr Roberto Suárez Santos, Secretary-General, IOE

17:00 – 17:10 Collection of Group Photos

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