



Summary

IOA Survey into new innovation, organisation and work concepts in enterprises and organisations in Flanders

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The IOA (innovation, organisation and work) survey centres on the extent to which new innovation, organisation and work concepts are applied in the Flemish economy. Since 1998 Foundation Innovation & Work has organized three-yearly surveys to gauge this. The survey provides a quantitative view of actual developments within organisations over a longer timeframe.

Survey question

The 2014 IAO survey included a series of basic questions covering a broad spectrum of organizational practices such as training, skills policy, workplace consultation, staff appraisals, quality assurance, teamwork and an extensive section on innovation in terms of products or offer, work processes and technology.

The 2014 edition also included several questions about the New Way of Working, finding the right staff and assessing the economic outlook

Indicator of Competency-centred Enterprises (ICO 2020)

Based on a selection of item from the survey, since 2011, the ICO 2020, the indicator of Competency-centred Enterprises, has also been calculated. One of the goals of Pact 2020 is for more companies and sector to follow a strategic skills policy bij 2020. The ICO 2020 calculates the requirements for this goal for enterprises and organisations with 10 or more employees in all sectors on three-yearly basis. 40.3% of enterprises and organisations with at least 10 employees achieved 8 or more of the 15 points of the criteria in 2014. In 2011 this figure stood at 37.6% a statistically insignificant difference of 2.7 percentage points.

Companies achieving the ICO score also tend to bring new or greatly improved products or services to the market much more often. These companies also tend to state more often that they have experienced recent growth and expect growth in the near future.