



Sociaal-Economische
Raad Curaçao
www.ser.cw



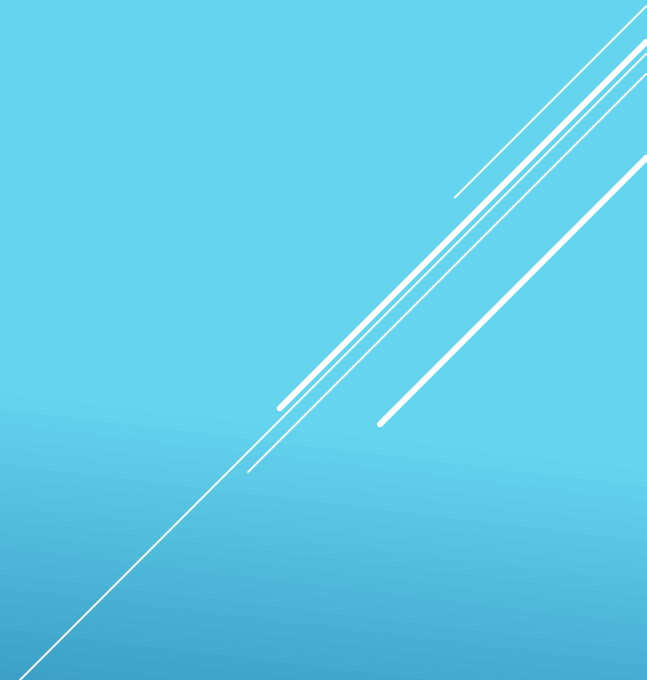
MINISTERIO DI
DESARUYO SOCIAL,
LABOR I BIENESTAR

www.gobiernu.cw

Vanaf 08:30 uur:	Inloop en registratie
09:00 uur	Openingstoespraak door de Minister van Sociale Ontwikkeling, Arbeid en Welzijn (SOAW) Dhr. Hensely Koeiman
09:05 uur	Presentatie door de fungerend Voorzitter en de Algemeen Secretaris van de Sociaal-Economische Raad (SER) over het traject 'Future of Work' Dhr. John Jacobs Dhr. Raúl Henríquez
09:20 uur	Presentatie van de conclusies, bevindingen en aanbevelingen uit het concept-rapport 'Future of Work' Dhr. Miguel Goede
09:35 uur	Presentatie 'Future of Work en educatie' door de Minister van Onderwijs, Wetenschap, Cultuur en Sport (OWCS) Mw. Marilyn Alcalá-Wallé
09:50 uur	Vakbondsperspectief op 'Future of Work' Dhr. Wendell Muelen
10:00 uur	Bedrijfsleven perspectief op 'Future of Work' Dhr. Clark Russel
10:10 uur	Koffiepauze
10:25 uur	Economische dimensie van 'Future of Work' Dhr. Runy Calmera
10:35 uur	'Future of Work' vanuit HR-perspectief Mw. Veronika de Sampayo Garrido
10:45 uur	Perspectief van een entrepreneur op 'Future of Work' Dhr. Denneth van der Veen
10:55 uur	Samenvatting perspectieven Dhr. Miguel Goede
11:05 uur	Paneldiscussie met inbreng van het publiek
12:00 uur	Sluiting

Inschrijving via www.ser.cw.

Het Ministerie van SOAW De Sociaal Economische Raad





https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/dialogue/WCMS_645833/lang-en/index.htm

TO DISCUSS THE **IMPORTANT TRANSFORMATIONS** THAT ARE TAKING PLACE IN THE **WORLD OF WORK** AND TO IDENTIFY ACTIONS ECONOMIC AND SOCIAL COUNCILS AND SIMILAR INSTITUTIONS (ESC-SIS) CAN TAKE TO HELP SHAPE **THE FUTURE OF WORK** IN A MANNER THAT BEST SERVES THE INTEREST OF **EMPLOYERS, WORKERS** AND **SOCIETY AT LARGE**. THE CONFERENCE TOOK PLACE IN THE CONTEXT OF THE FUTURE OF WORK INITIATIVE, ONE OF THE SEVEN INITIATIVES LAUNCHED BY THE ILO DIRECTOR-GENERAL IN 2013 TO MARK THE CELEBRATION OF THE CENTENARY OF THE ILO IN 2019.

FOCUS



<https://www.ilo.org/global/topics/future-of-work/lang--en/index.htm>

UNDERSTANDING THE LINKS BETWEEN SOCIAL DIALOGUE AND THE DRIVERS
OF CHANGE IN THE WORLD OF WORK

TECHNOLOGICAL ADVANCES

DEMOGRAPHIC SHIFTS

CLIMATE CHANGE

ACCELERATING GLOBALIZATION

THE FUNDAMENTAL ROLE OF SOCIAL DIALOGUE AND TRIPARTISM

THE NARRATIVE



The Athens Declaration

https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/meetingdocument/wcms_605757.pdf

FoW in CURACAO



Approach

- (1) Strategic partnership with the Ministry of Social Development, Labour and Welfare
- (2) Formation of an Organizing Committee
- (3) Consultations with academia, government, NGO's, the media, young professionals and representative organizations of employers and of workers
- (4) Consultations were held on May 22, 2018, June 12, 2018 and August 29, 2018
- (5) Draft-startnotitie / Presentation Startnotitie to the Council of Ministers
- (6) Startnotitie approved by the Council of Ministers in October 2018

1. CURACAO AS A SIDS SHOULD BE WELL PREPARED FOR CHALLENGES
2. FOCUS ON SUSTAINABILITY AND BUILDING A RESILIENT SOCIETY
3. DEMOGRAPHICS AND LABOUR
4. LABOUR ETHICS
5. MISMATCH BETWEEN EDUCATION AND THE LABOUR MARKET
6. THE NECESITY OF RELIABLE AND ACTUAL DATA
7. INNOVATION AND ENTREPRENEURSHIP
8. POPULATION AND MIGRATION POLICY
9. CLIMATE CHANGE / SEA-LEVEL RISE, GREENHOUSE GAS EMISSIONS, DROUGHTS AND EXTREME PRECIPITATION

HIGHLIGHTS OF 'STARTNOTITIE'



THERE IS A FUNDAMENTAL ROLE FOR **SOCIAL DIALOGUE** AND **TRIPARTISM**

ILO Director General, Mr Guy Ryder:

“Social dialogue and tripartism have played a major role throughout history. We think they will be even more needed in the future to find appropriate solutions to the challenges posed by the transformation of the world of work”.



HOW DO WE MOVE FORWARD?



WORK FOR A BRIGHTER FUTURE

**Report of the Global Commission
on the Future of Work**



International
Labour
Organization



[https://www.ilo.org/wcmsp5/groups/public/---
dgreports/---
cabinet/documents/publication/wcms_662410.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_662410.pdf)

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MORE INFO???????

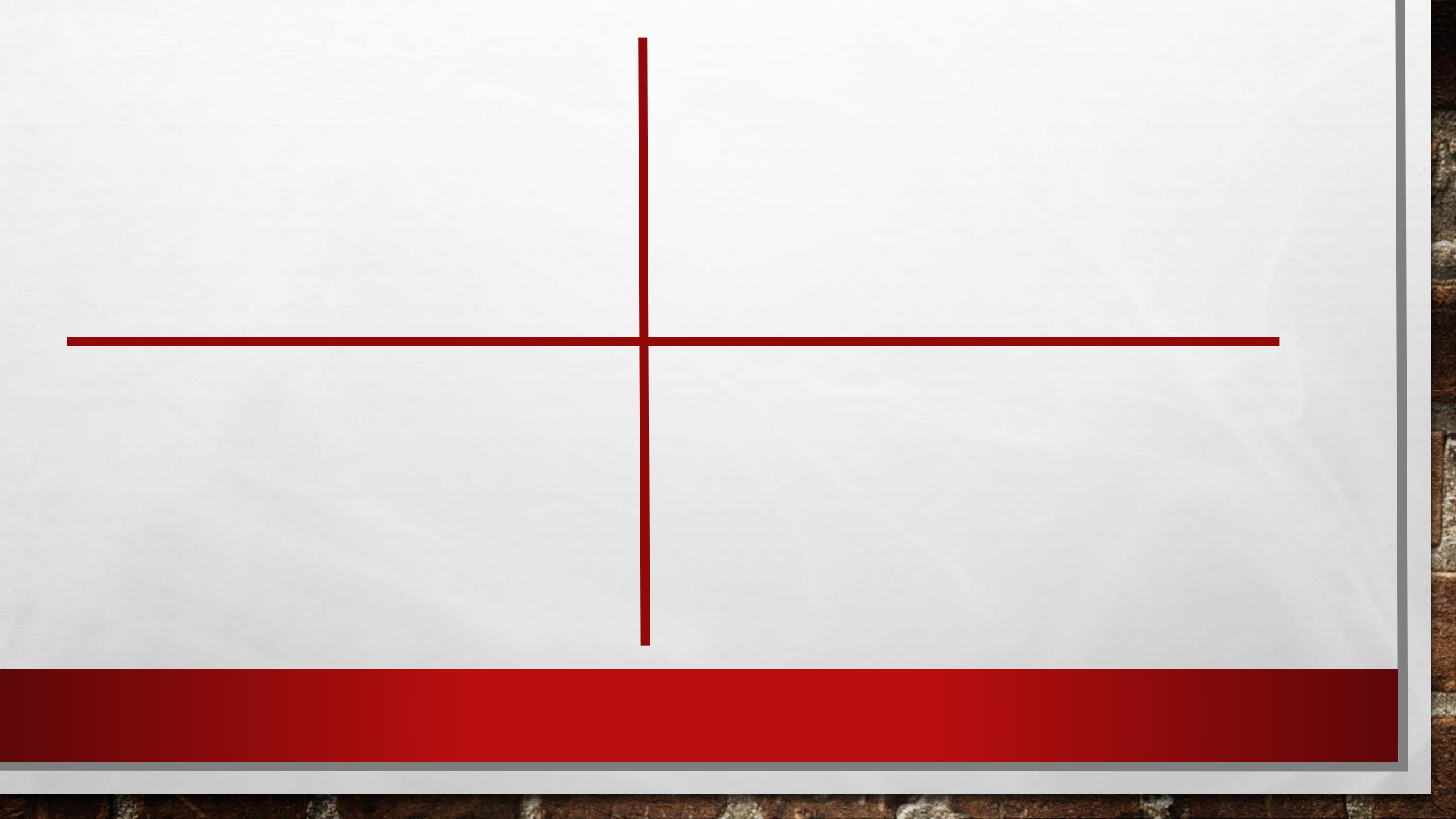


FUTURE OF WORK RUNY CALMERA

BE EXCEPTIONALLY YOU, BECAUSE A BOT CAN DO THE REST









Assets

Liability

Question

Assets

Liability

**Having a steady
job**

Assets

Liability

**Having a steady
job**

Employed

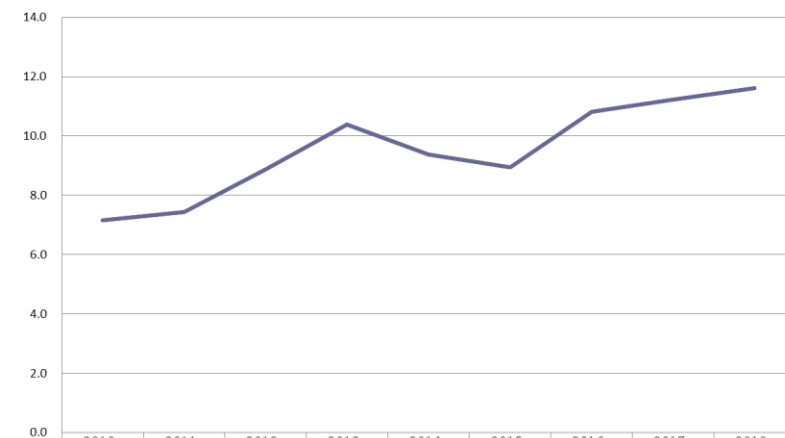
Unemployed

Employment by enterprises*1000



Baseline	59.3	62.0	62.8	63.5	59.3	61.8	65.1	62.8	62.7
Employment by enterprises *1000	59.3	62.0	62.8	63.5	59.3	61.8	65.1	62.8	62.7

Number of unemployed *1000



Baseline	7.2	7.4	8.9	10.4	9.4	8.9	10.8	11.2	11.6
Number of unemployed*1000	7.2	7.4	8.9	10.4	9.4	8.9	10.8	11.2	11.6

Employed

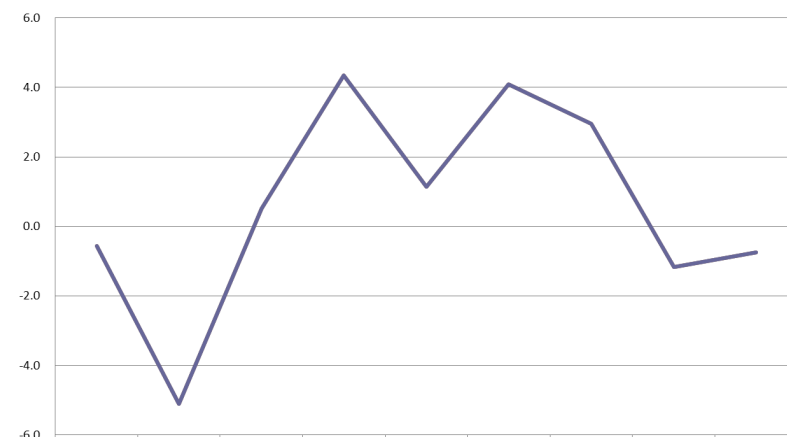
Purchasing power

Employment by enterprises*1000



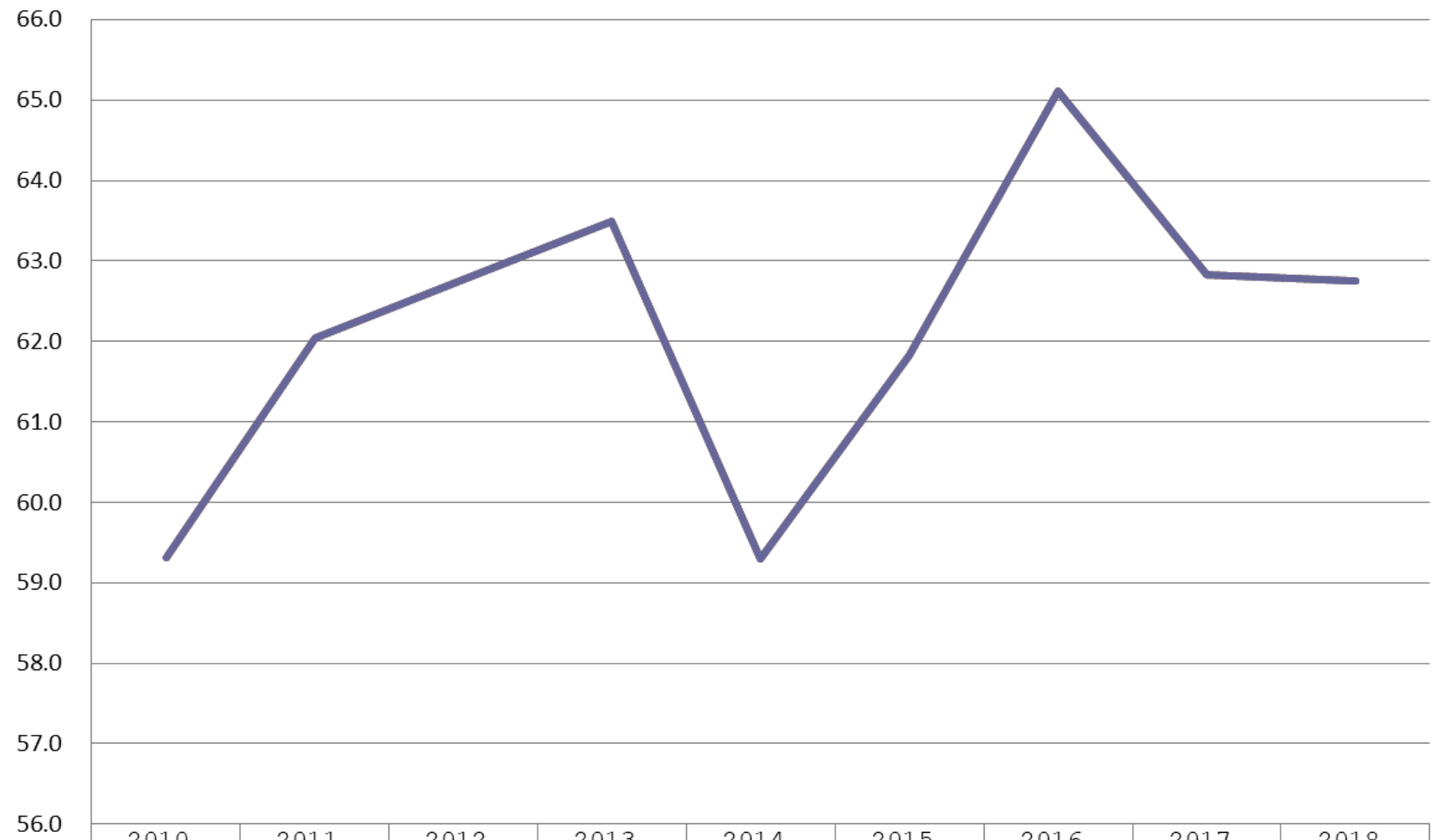
	2010	2011	2012	2013	2014	2015	2016	2017	2018
Baseline	59.3	62.0	62.8	63.5	59.3	61.8	65.1	62.8	62.7
Employment by enterprises *1000	59.3	62.0	62.8	63.5	59.3	61.8	65.1	62.8	62.7

Purchasing power %



	2010	2011	2012	2013	2014	2015	2016	2017	2018
Baseline	-0.6	-5.1	0.5	4.3	1.1	4.1	3.0	-1.2	-0.7
Purchasing power wages %	-0.6	-5.1	0.5	4.3	1.1	4.1	3.0	-1.2	-0.7

Employment by enterprises*1000



Baseline

Employment by enterprises *1000

2010

2011

2012

2013

2014

2015

2016

2017

2018

59.3

62.0

62.8

63.5

59.3

61.8

65.1

62.8

62.7

59.3

62.0

62.8

63.5

59.3

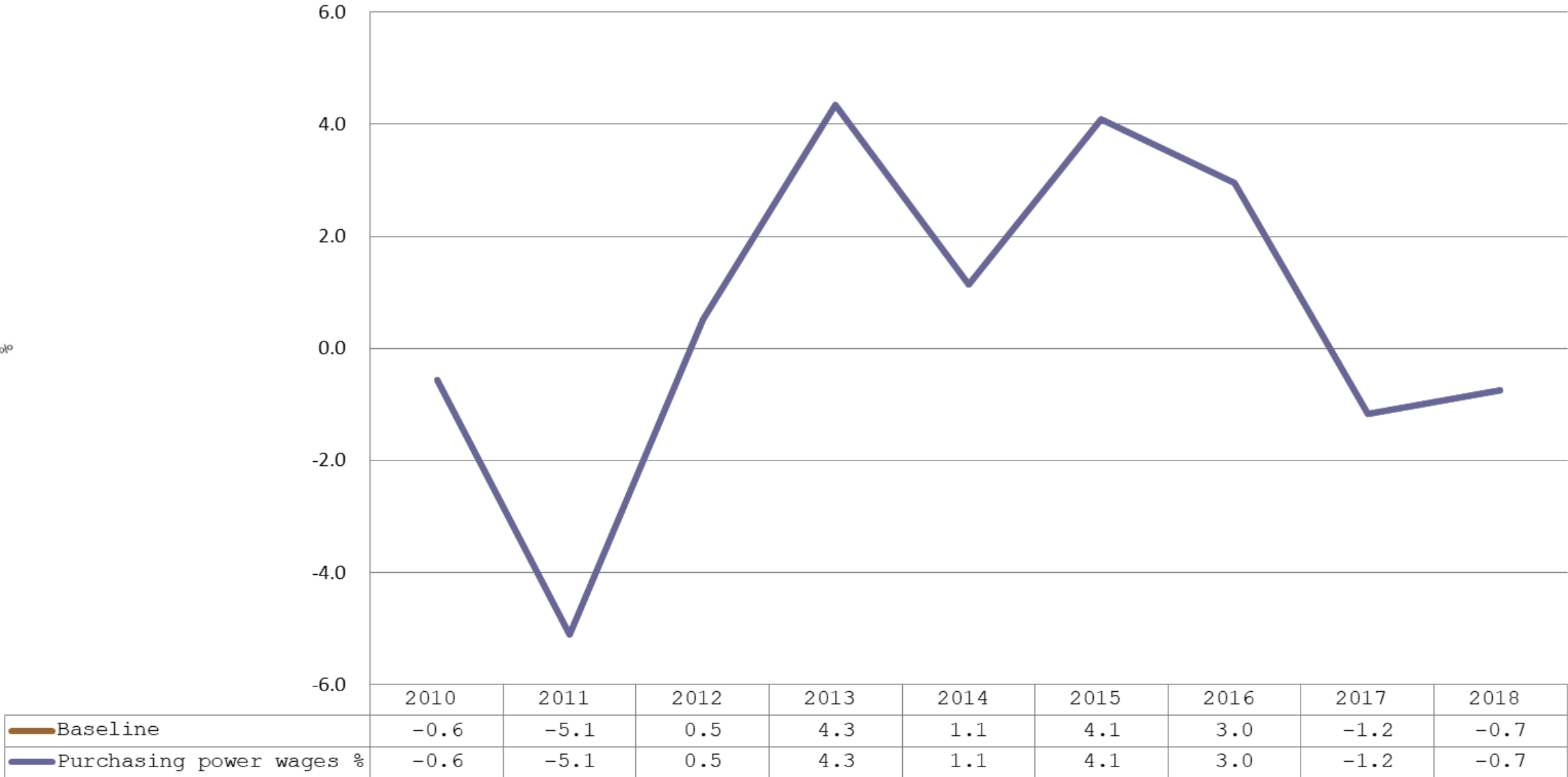
61.8

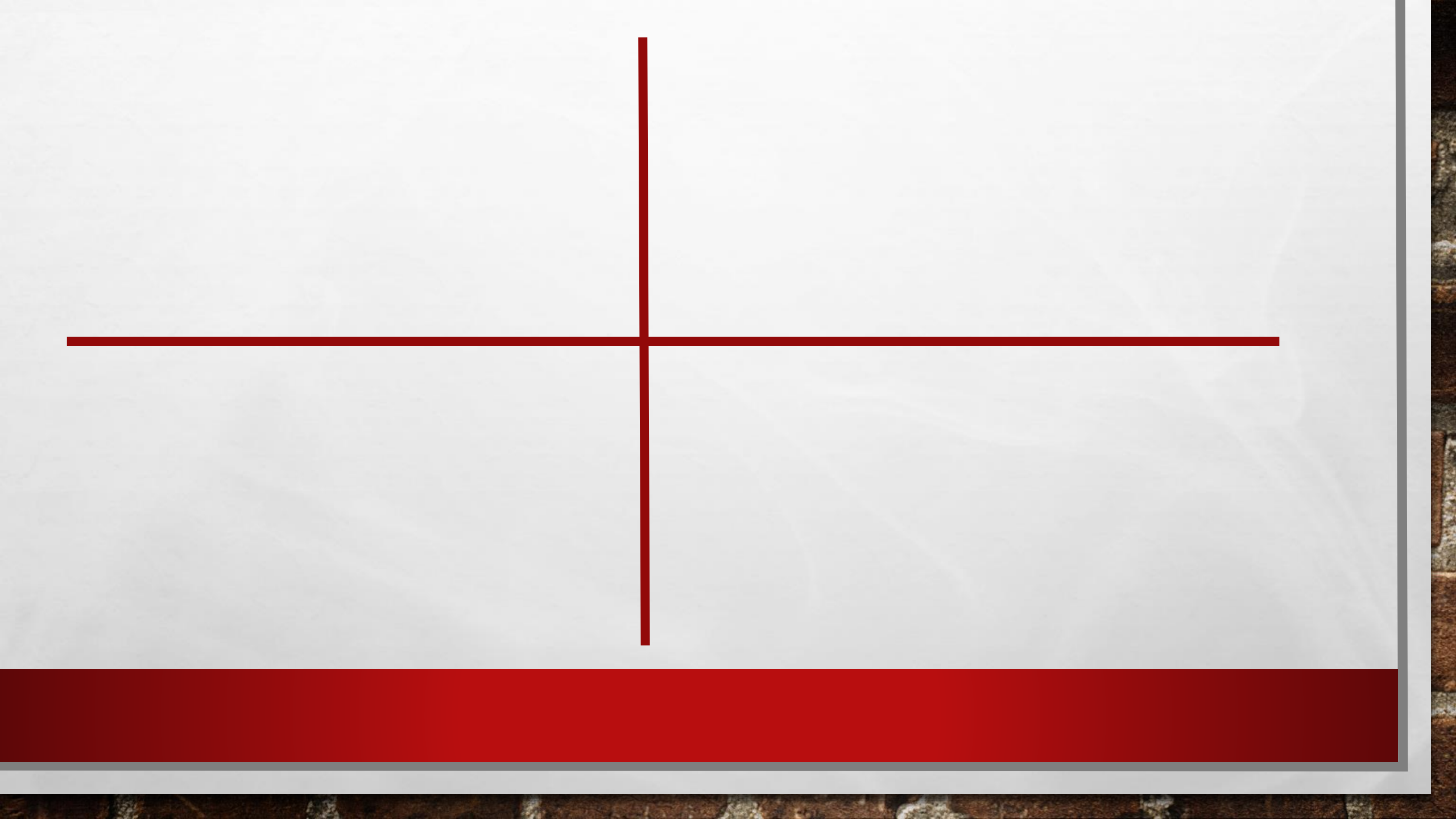
65.1

62.8

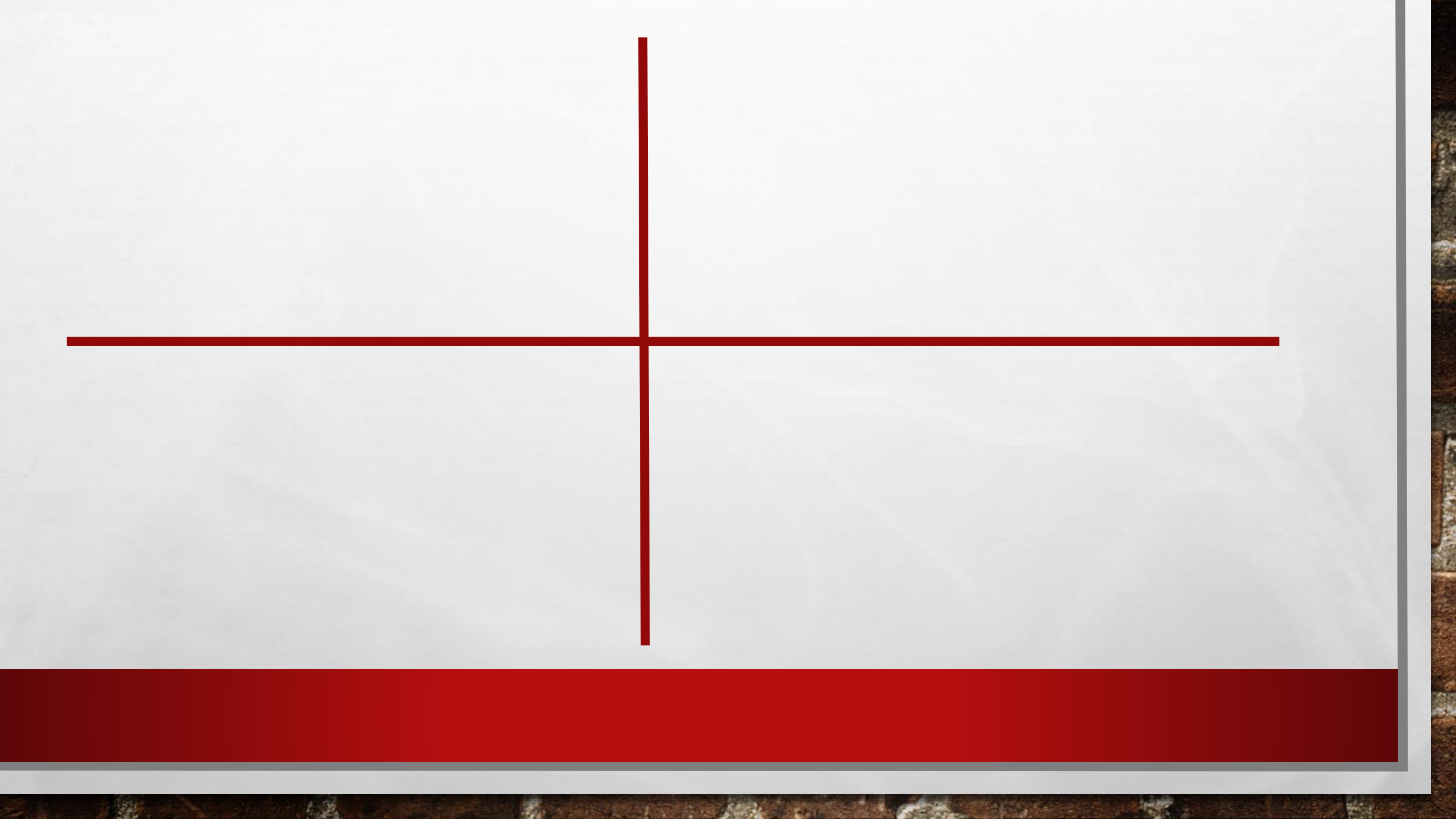
62.7

Purchasing power %

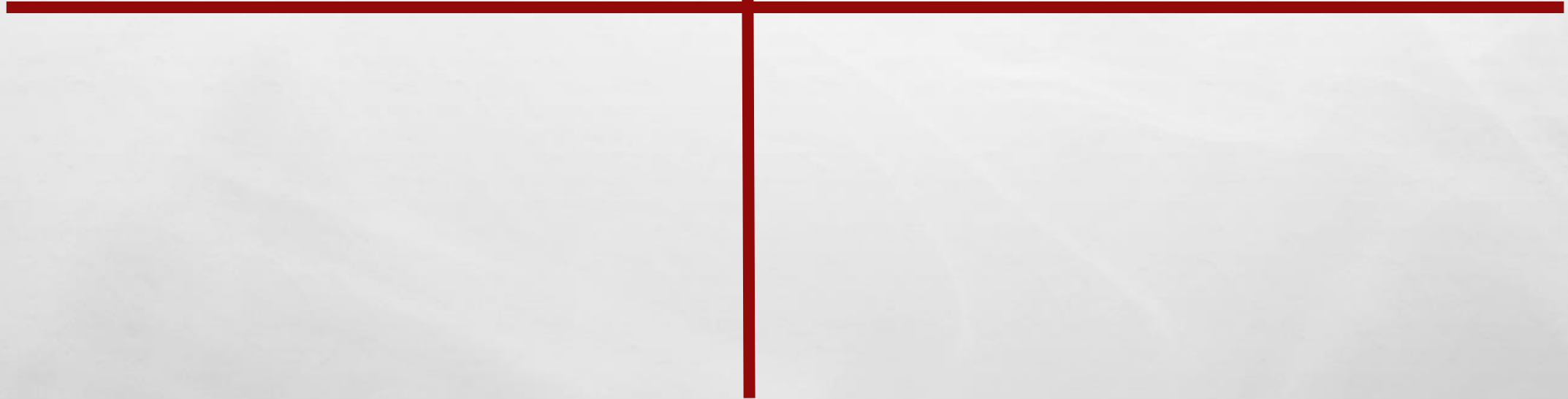




Work



Manual



Manual

Cognitive

Manual

Routine

Cognitive

Manual

Non routine

Routine

Cognitive



Manual **Selikor Garbage**

Collector

MEO price controler

Vakkenvuller **Routine**

Non routine

Cognitive

Plumber

Manual

Selikor Garbage

Personal trainer

Collector

Makeup artist

ME0 price controler

Non routine

Vakkenvuller Routine

Cognitive

Plumber

Manual

Selikor Garbage

Personal trainer

Collector

Makeup artist

ME0 price controler

Non routine

Vakkenvuller Routine

Accountant

Notary

Clerk

Cognitive

Bank teller

Plumber

Manual

Selikor Garbage

Personal trainer

Collector

Makeup artist

ME0 price controler

Non routine

Vakkenvuller Routine

Graphic designer

Accountant

Music composer

Notary

Clerk

Cognitive

Bank teller

Plumber

Manual

Selikor Garbage

Personal trainer

Collector

Makeup artist

ME0 price controler

Non routine

Vakkenvuller Routine

Graphic designer

Accountant

Music composer

Notary

Clerk

Cognitive

Bank teller

Plumber

Manual

Selikor Garbage

Personal trainer

Collector

Makeup artist

ME0 price controler

Non routine

Vakkenvuller Routine

Graphic designer

Accountant

Music composer

Notary

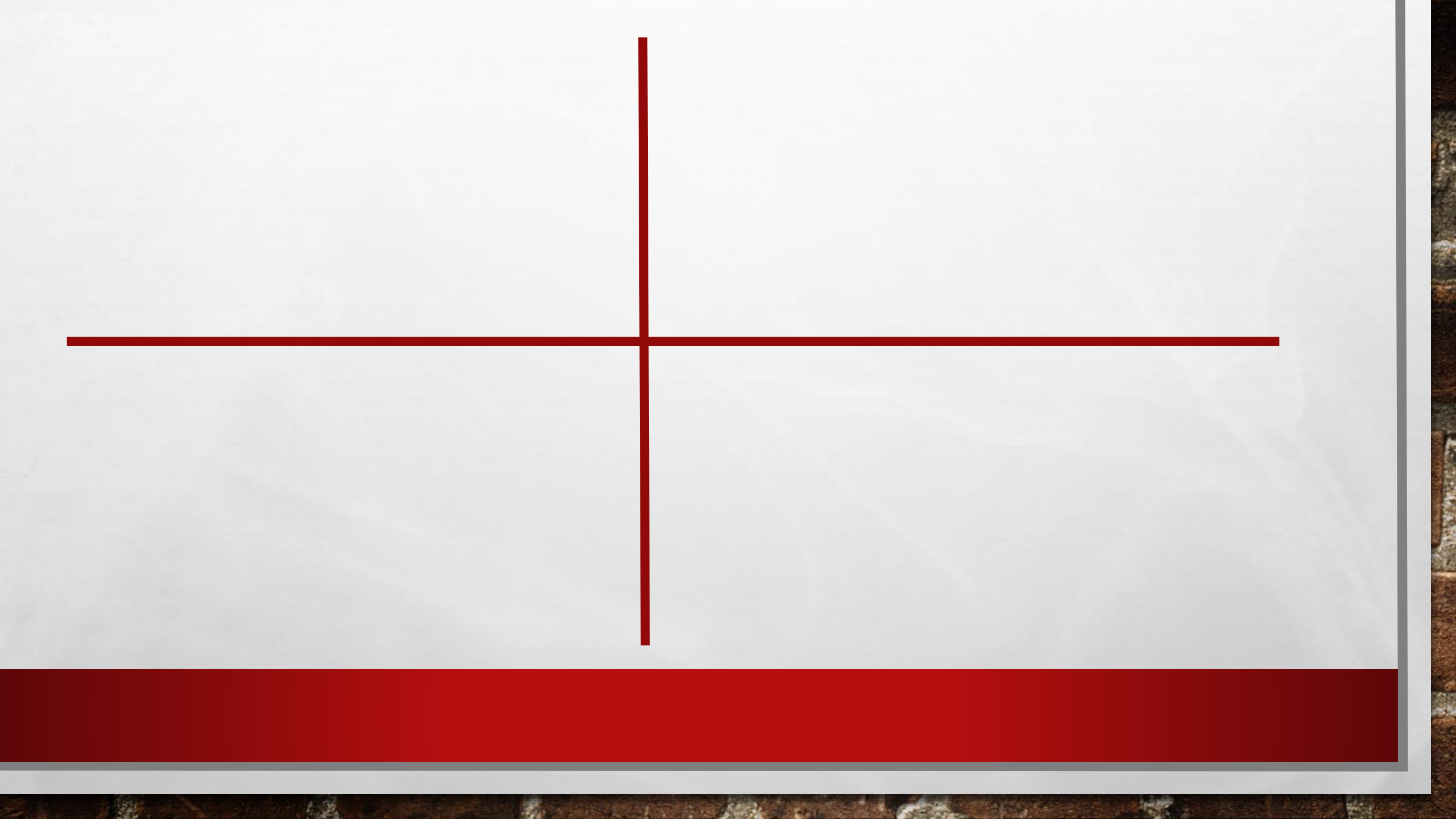
Clerk

Cognitive

Bank teller



Local services jobs—jobs that can't be automated or offshored—are the future of work in America.



**Can
be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

**Can
be automated**

**Facebook marketing
chat**

Wordpress site hosting

Logo designer

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

**Can
be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

**Can
be automated**

Business permit approver

“Uitreksel KvK Clerk

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

**Can
be automated**

Business permit approver

**“Uitreksel KvK Clerk
Bank Cash Collector**

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

**Can
be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**

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be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Graphic Designer
Real estate designer
Mobile app designer**

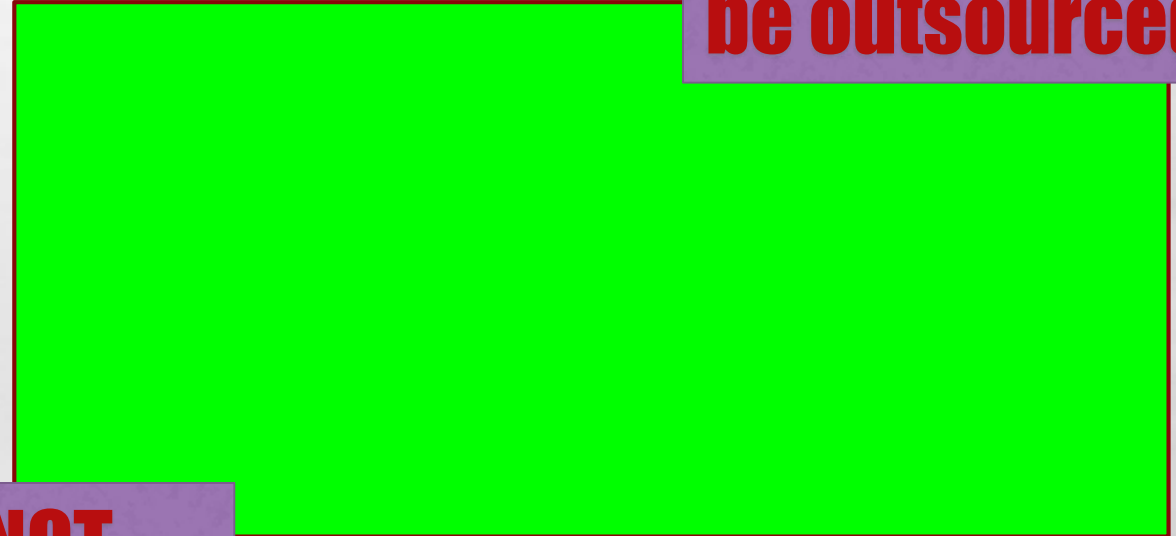
**Can NOT
be automated**

**Can
be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Can NOT
be automated**



**Can
be automated**

**Can be
outsourced**

**Can NOT
be outsourced**

**Runy, Mydreambusiness
coach**

High End Masseur
Solar Panel installer

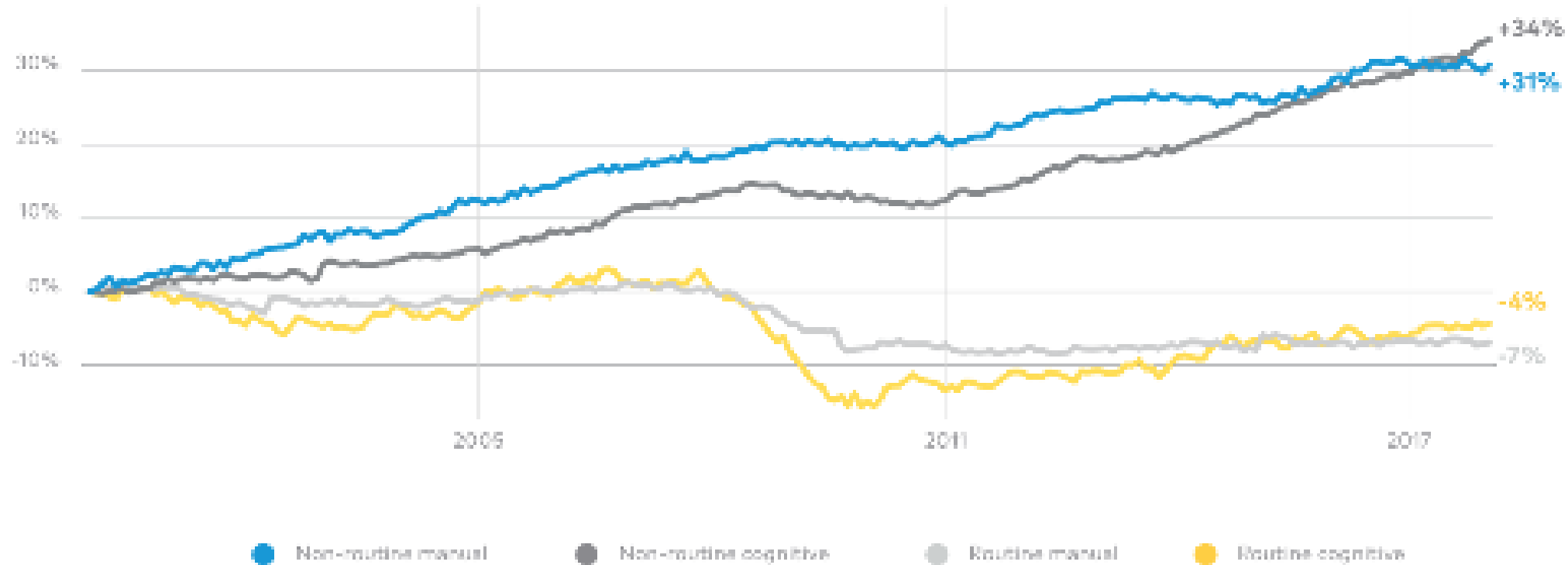
**Can NOT
be automated**

Reason 1: Non-routine jobs are growing and routine jobs are disappearing.

Non-routine jobs are the way of the future — the kinds of work that a machine can't do.

It's the only type of work that's grown in the U.S. since 2000, while routine work continues to decline.

Recent employment change in routine vs. non-routine jobs



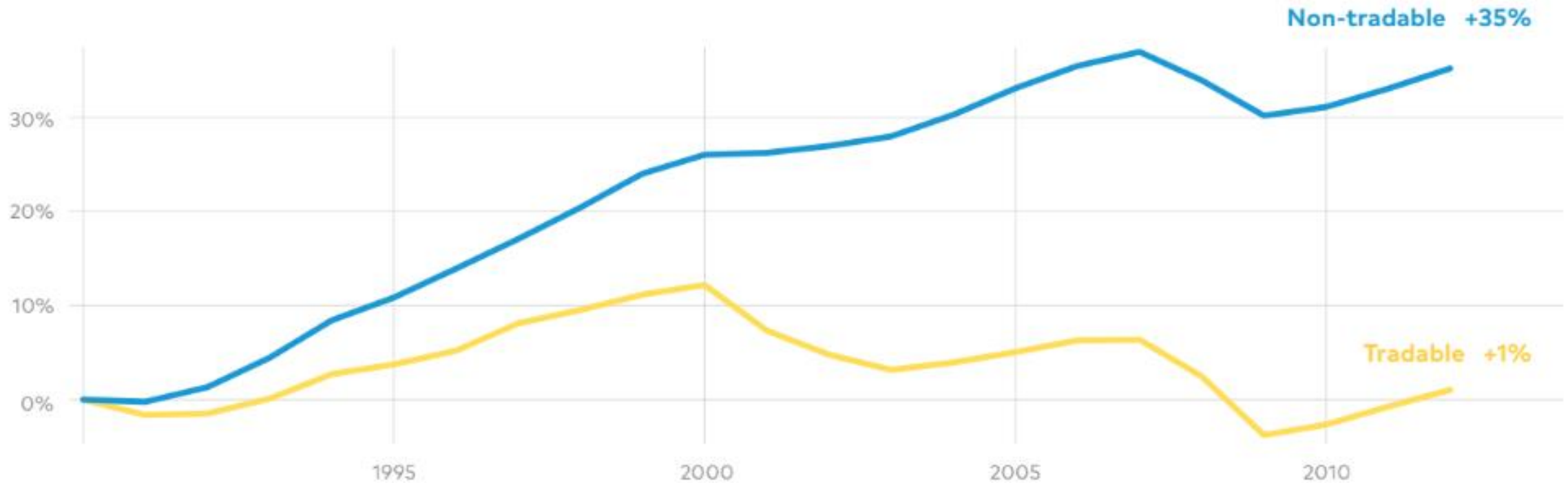
Source: Bureau of Labor Statistics (BLS)

Reason 2: Globalization has led to flatlining job growth in tradable industries.

In an era of expanding globalization, tradable jobs are increasingly being done overseas. The number of U.S. jobs in tradable industries will continue going down.

Recent employment change in tradable vs. non-tradable jobs

Source: Spence & Hlatshwayo (2012)



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+

https://www.bls.gov/emp/tables/fastest-growing-occupations.htm

Apps

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Other available formats: (XLSX)

Table 1.3 Fastest growing occupations, 2016 and projected 2026
(Numbers in thousands)

2016 National Employment Matrix title and code		Employment		Change, 2016–26		Median annual wage, 2018(1)
		2016	2026	Number	Percent	
Total, all occupations	00-0000	156,063.8	167,582.3	11,518.6	7.4	\$38,640
Solar photovoltaic installers	47-2231	11.3	23.1	11.8	104.9	\$42,680
Wind turbine service technicians	49-9081	5.8	11.3	5.6	96.3	\$54,370
Home health aides	31-1011	911.5	1,342.7	431.2	47.3	\$24,200
Personal care aides	39-9021	2,016.1	2,793.8	777.6	38.6	\$24,020
Physician assistants	29-1071	106.2	145.9	39.6	37.3	\$108,610
Nurse practitioners	29-1171	155.5	211.6	56.1	36.1	\$107,030
Statisticians	15-2041	37.2	49.8	12.6	33.8	\$87,780
Physical therapist assistants	31-2021	88.3	115.8	27.4	31.0	\$58,040
Software developers, applications	15-1132	831.3	1,086.6	255.4	30.7	\$103,620
Mathematicians	15-2021	3.1	4.0	0.9	29.7	\$101,900
Physical therapist aides	31-2022	52.0	67.2	15.3	29.4	\$26,240
Bicycle repairers	49-3091	12.4	16.1	3.6	29.3	\$28,960
Medical assistants	31-9092	634.4	818.4	183.9	29.0	\$33,610
Genetic counselors	29-9092	3.1	4.0	0.9	29.0	\$80,370
Occupational therapy assistants	31-2011	39.3	50.7	11.4	28.9	\$60,220
Information security analysts	15-1122	100.0	128.5	28.5	28.5	\$98,350
Physical therapists	29-1123	239.8	306.9	67.1	28.0	\$87,930
Operations research analysts	15-2031	114.0	145.3	31.3	27.4	\$83,390
Forest fire inspectors and prevention specialists	33-2022	1.7	2.2	0.5	26.6	\$39,600
Massage therapists	31-9011	160.3	202.4	42.1	26.3	\$41,420
Health specialties teachers, postsecondary	25-1071	233.5	294.0	60.6	25.9	\$97,370
Derrick operators, oil and gas	47-5011	11.1	13.9	2.8	25.7	\$46,120
Roustabouts, oil and gas	47-5071	50.0	62.4	12.4	24.8	\$37,580
Occupational therapy aides	31-2012	7.5	9.3	1.8	24.7	\$28,160
Phlebotomists	31-9097	122.7	152.8	30.1	24.5	\$34,480
Nonfarm animal caretakers	39-2021	241.5	300.0	58.5	24.2	\$23,760
Rotary drill operators, oil and gas	47-5012	16.7	20.8	4.0	24.2	\$53,800
Nursing instructors and teachers, postsecondary	25-1072	67.9	84.2	16.3	24.0	\$73,490
Occupational therapists	29-1122	130.4	161.4	31.0	23.8	\$84,270
Service unit operators, oil, gas, and mining	47-5013	41.4	51.1	9.7	23.4	\$47,860

Footnotes:

(1) Data are from the Occupational Employment Statistics program, U.S. Bureau of Labor Statistics. Wage data cover non-farm wage and salary workers and do not cover the self-employed, owners and partners in unincorporated firms, or household workers.

Source: Employment Projections program, U.S. Bureau of Labor Statistics

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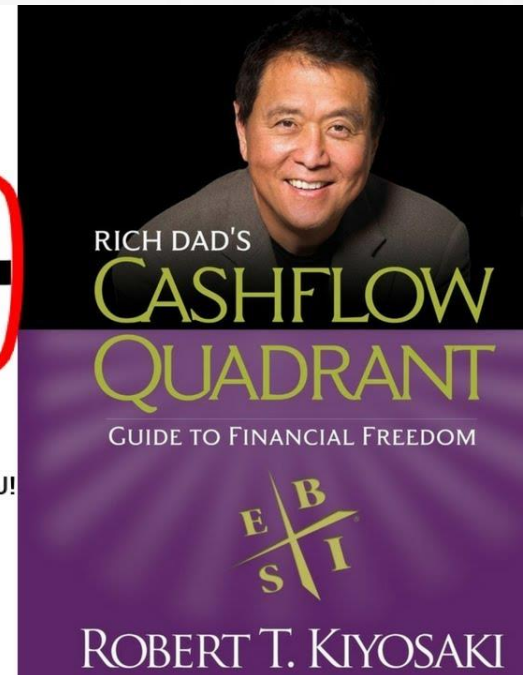
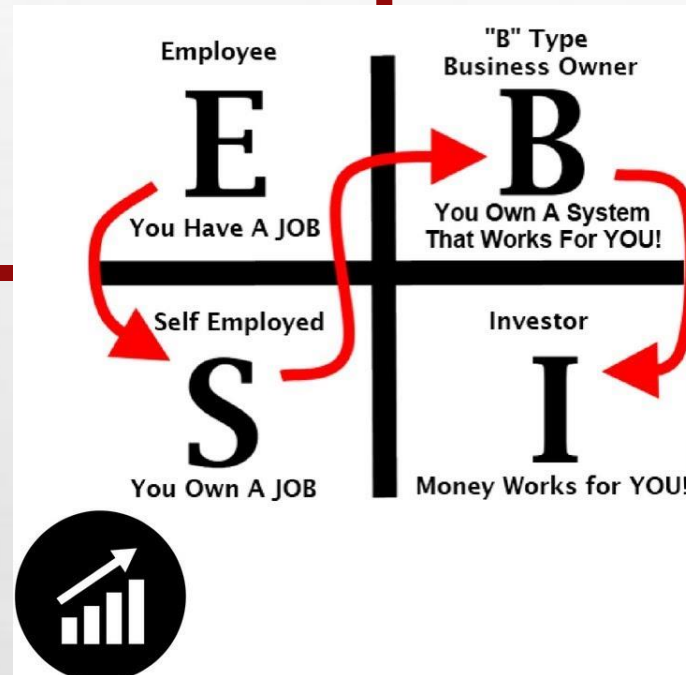
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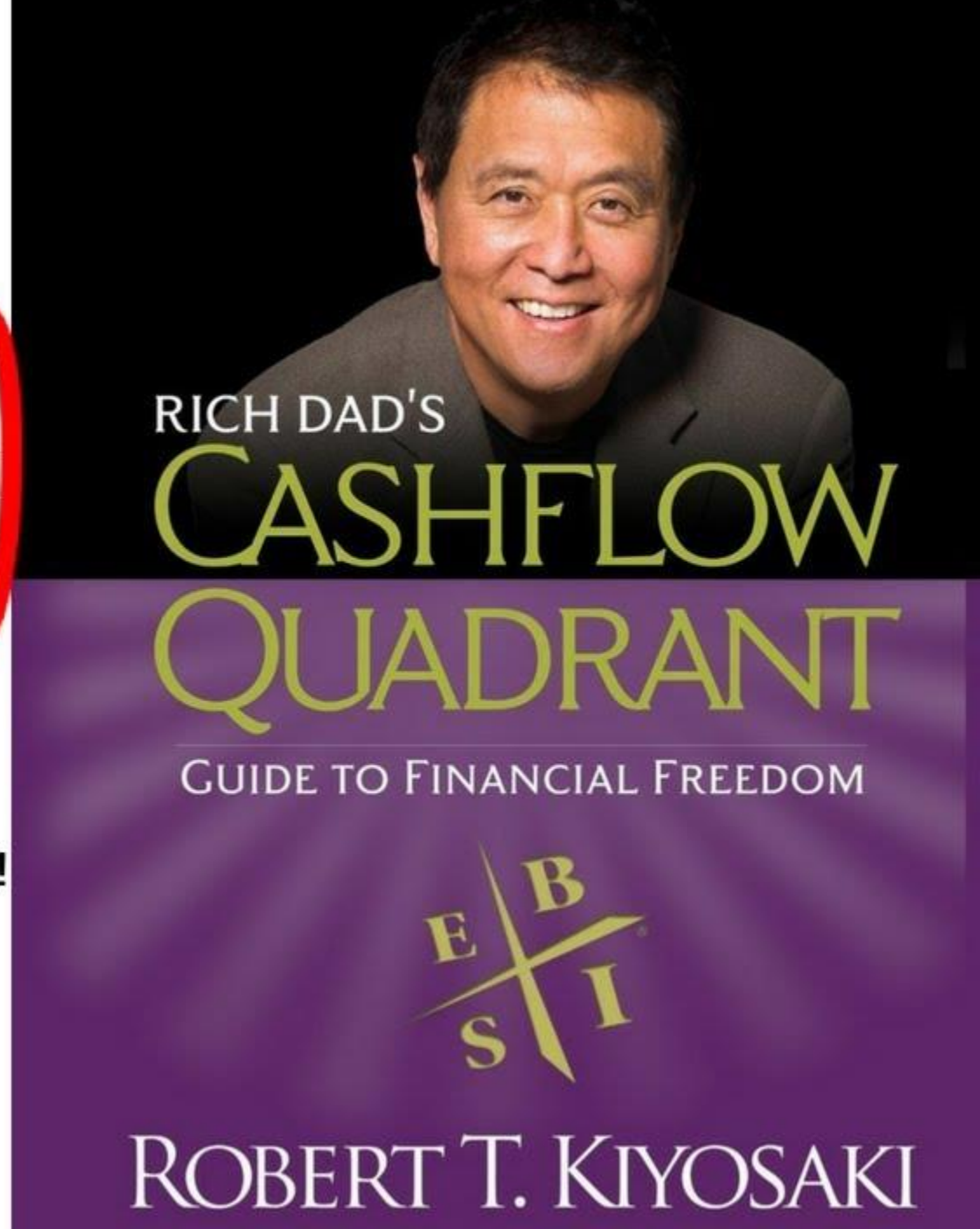
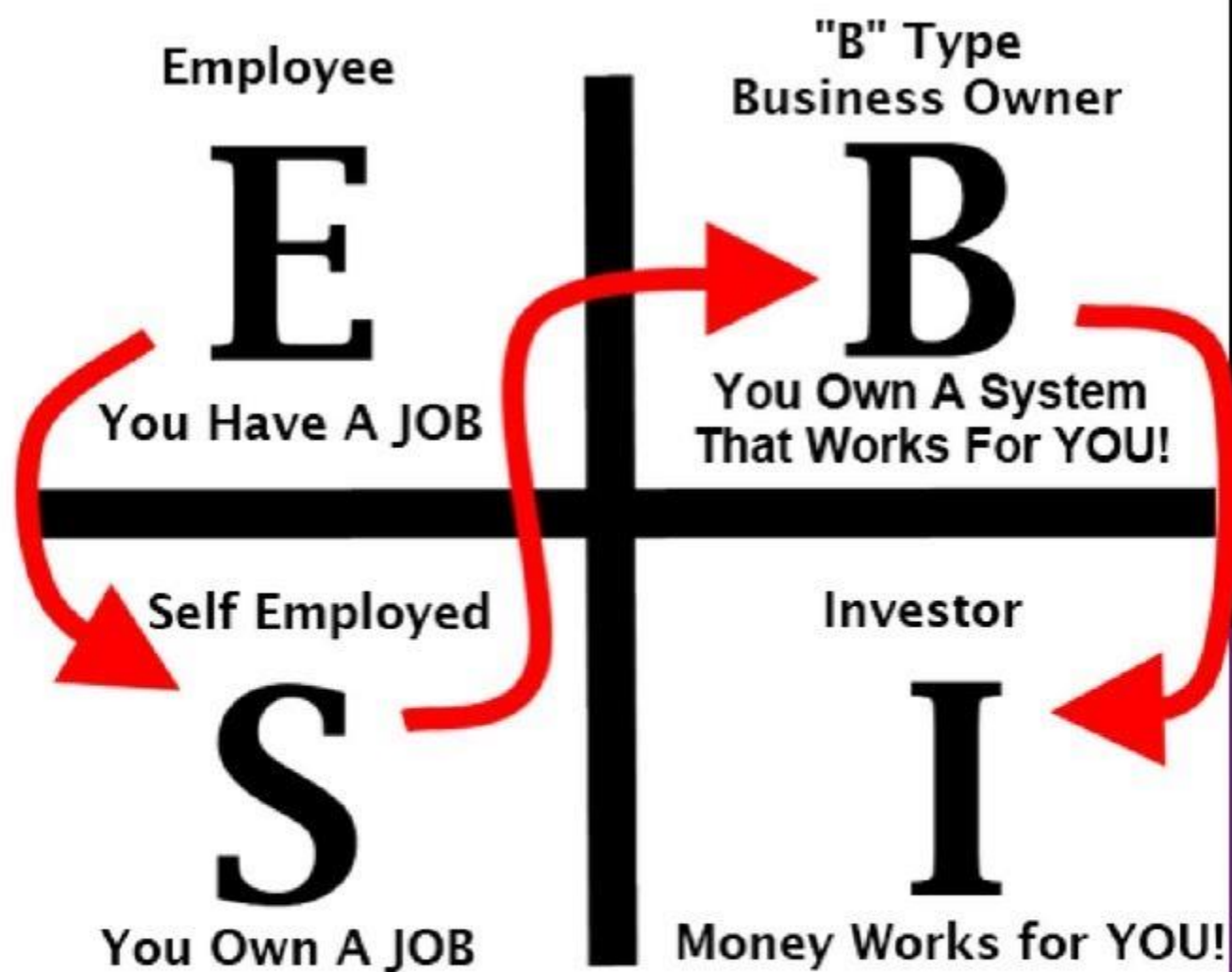
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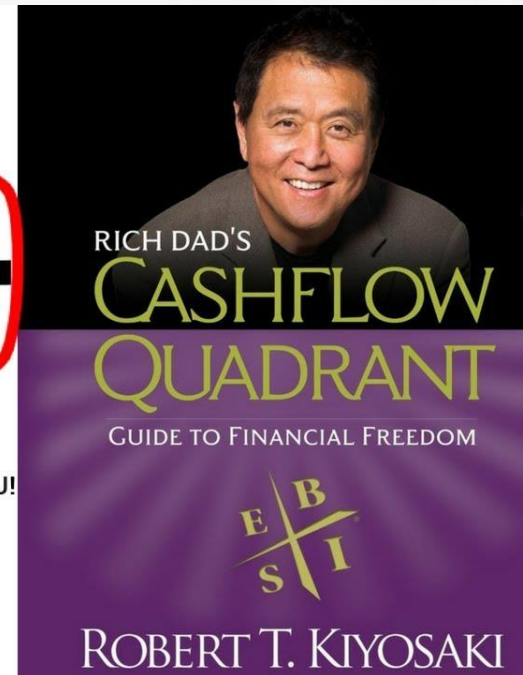
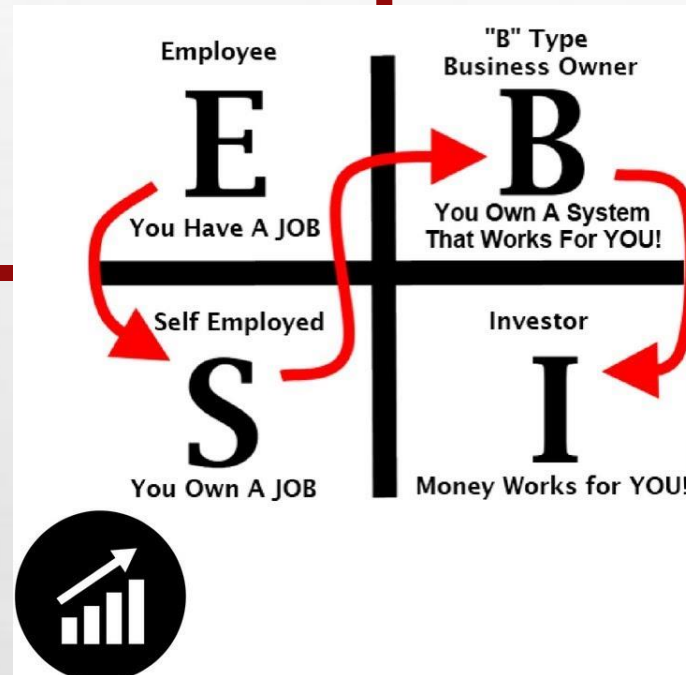
Help

System Tray

7:26 PM 5/10/2019







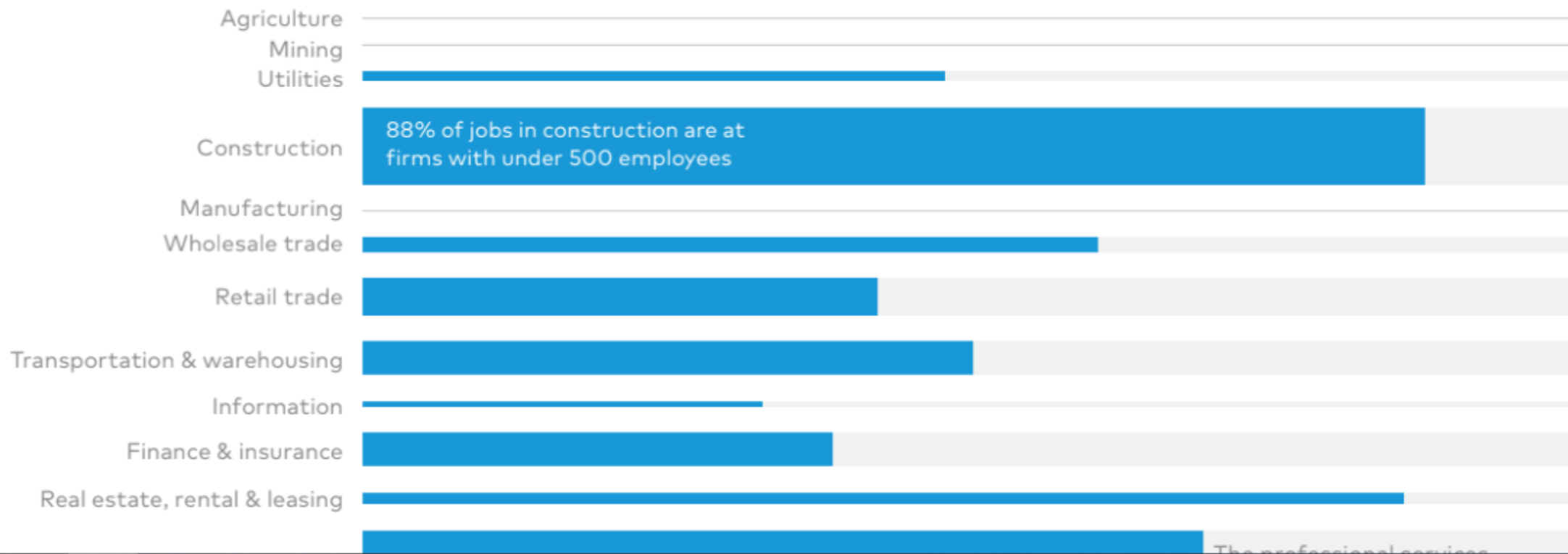


**Entrepreneurs and self-employed workers
—not large, traditional firms—will be
creating most of the jobs of the future.**

Reason 5: Small firms are dominant in growing industries.

The industries expected to add the most jobs over the next 10 years are industries dominated by small businesses.

Jobs expected to be added between 2016 and 2026 by industry and firm size



Real estate, rental & leasing

Professional, scientific & technical services

70% of jobs in professional services are at firms with under 500 employees

The professional industry is expected to add 1.2m jobs between 2016 and 2021

Management

Administrative and support services

Educational services

Healthcare & social assistance

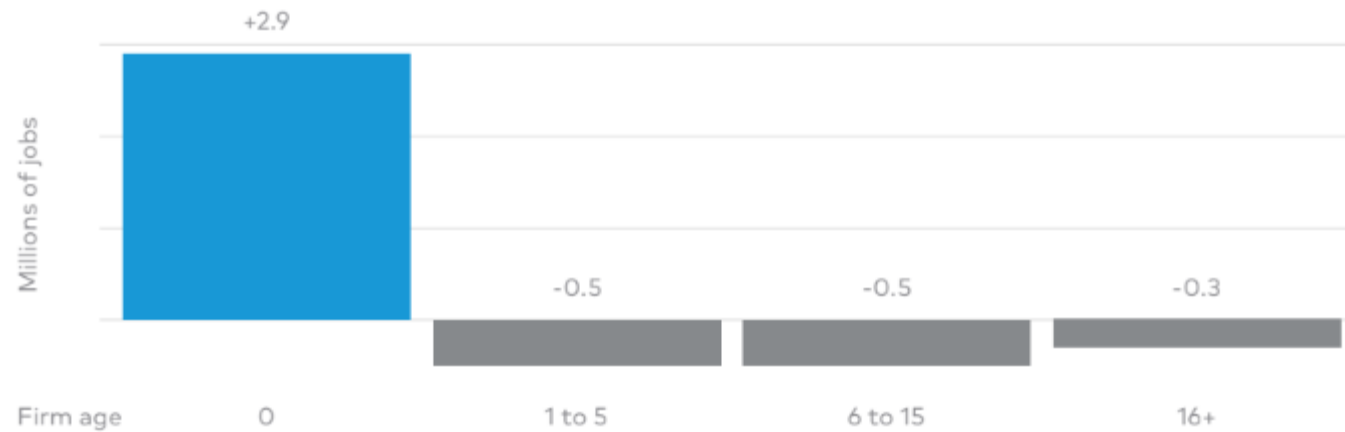
51% of jobs in healthcare are at firms with under 500 employees

4.0m jobs are expected to be added to the healthcare industry between 2016 and 2021

Reason 6: New firms are fueling job creation.

New businesses account for nearly all net new job creation in the U.S. since 1992.

Average net annual job creation by firm age, 1992-2014

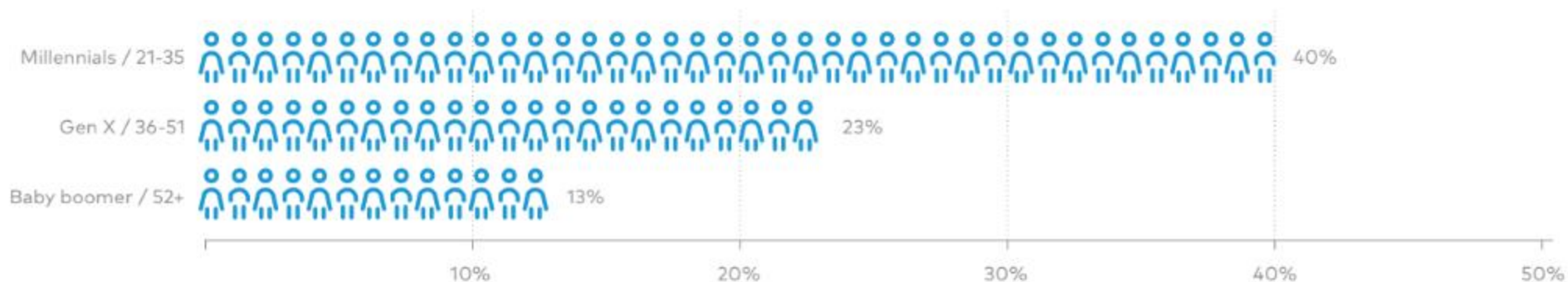


Source: U.S. Census' Business Dynamics Statistics

Reason 7: Young workers are disproportionately interested in freelance work.

The appeal of traditional employment arrangements is declining as more young workers seek to work for themselves.

Percentage of workers who plan on leaving full-time employers to work as freelancers within 5 years



Source: MetLife's 17th Annual U.S. Employee Benefit Trends Study (2017)

Reason 8: Technology can replace the functions of a firm.

Technology can be a substitute for some of the traditional workplace's most crucial roles, including providing training and financial stability.

Customer acquisition
& online marketing

Thumbtack

 **shopify**

Etsy

Bookkeeping
& financial support

intuit.


Access to benefits
& healthcare

Stride
HEALTH


oscar

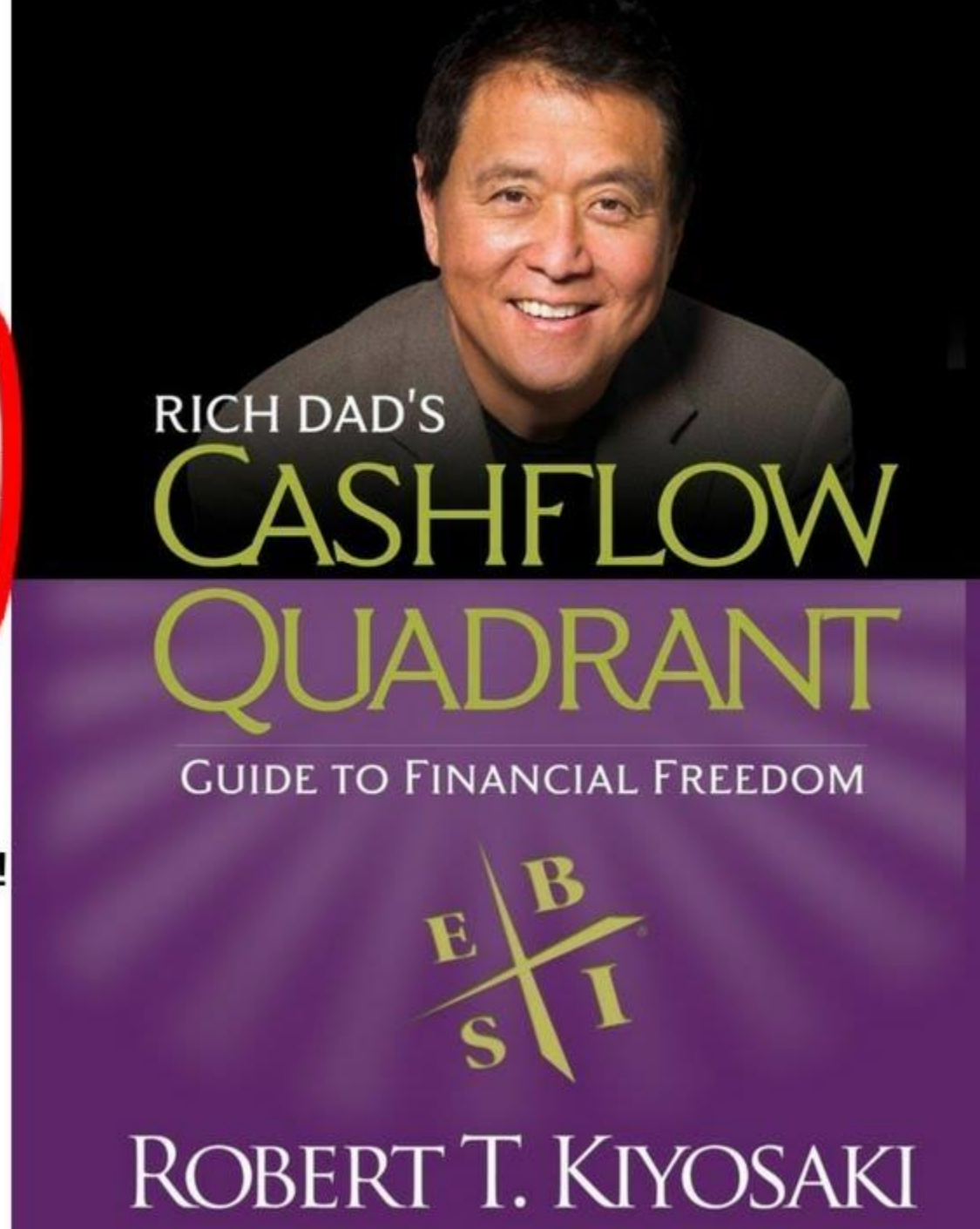
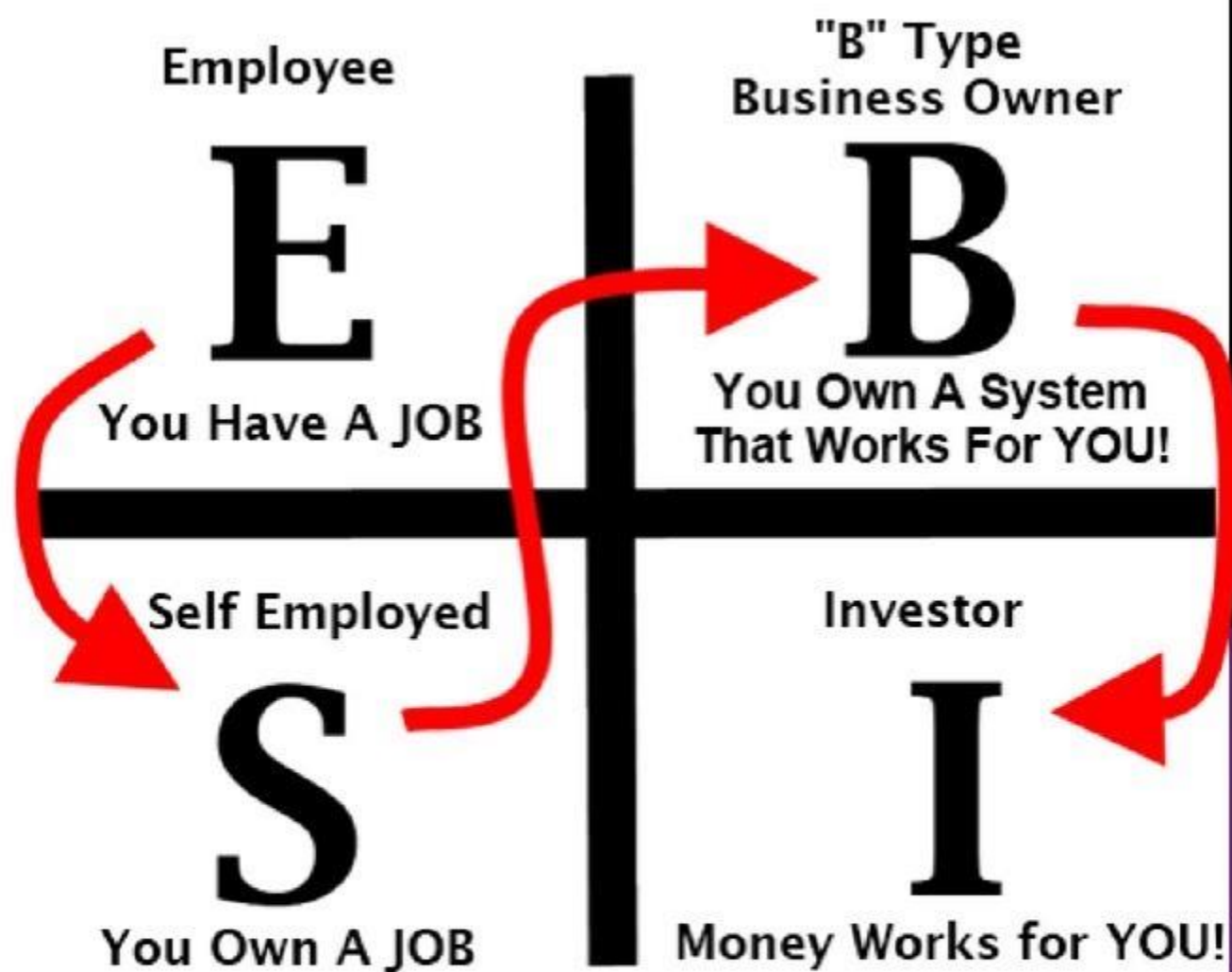


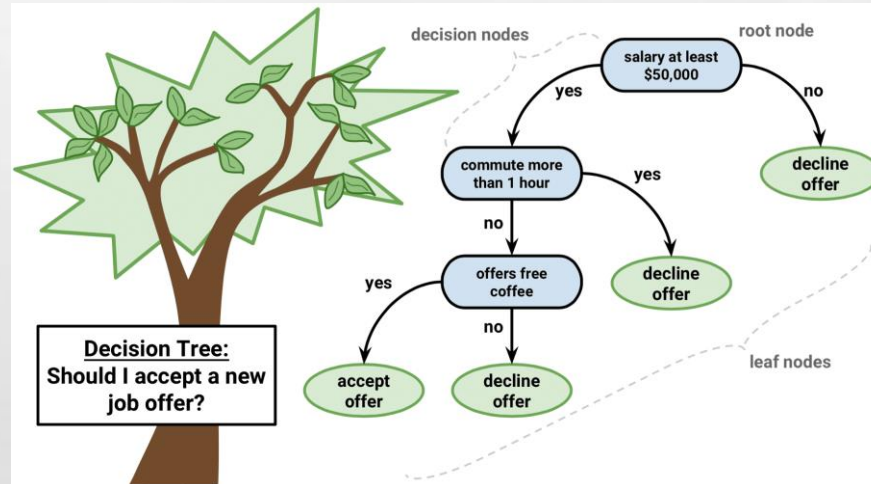
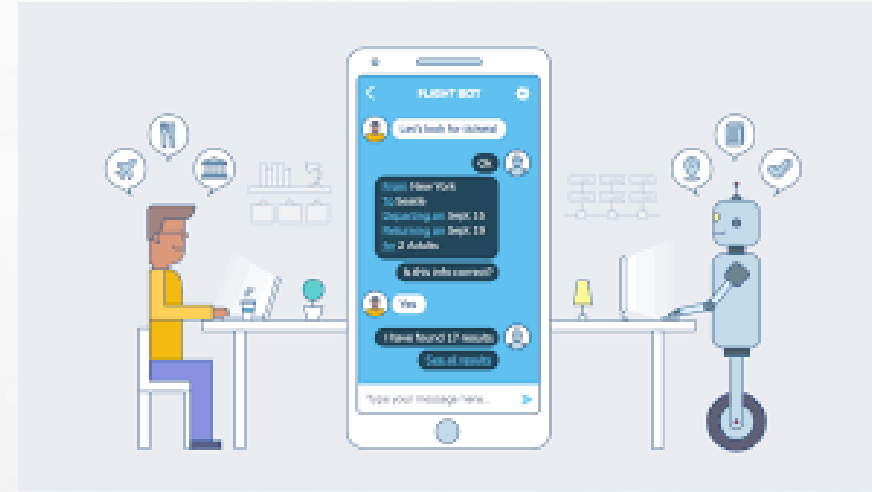
Information sharing
& skill acquisition

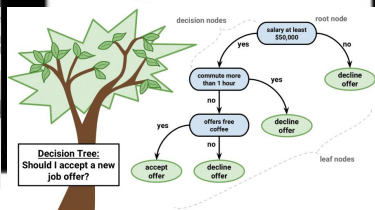
SHAREABLE
coursera

 **SKILLFUL**
A MARKLE INITIATIVE


UDACITY







"B" Type
Business Owner

B

You Own A System
That Works For YOU!

You Have A JOB

Self Employed

S

You Own A JOB

Investor

I

Money Works for YOU!

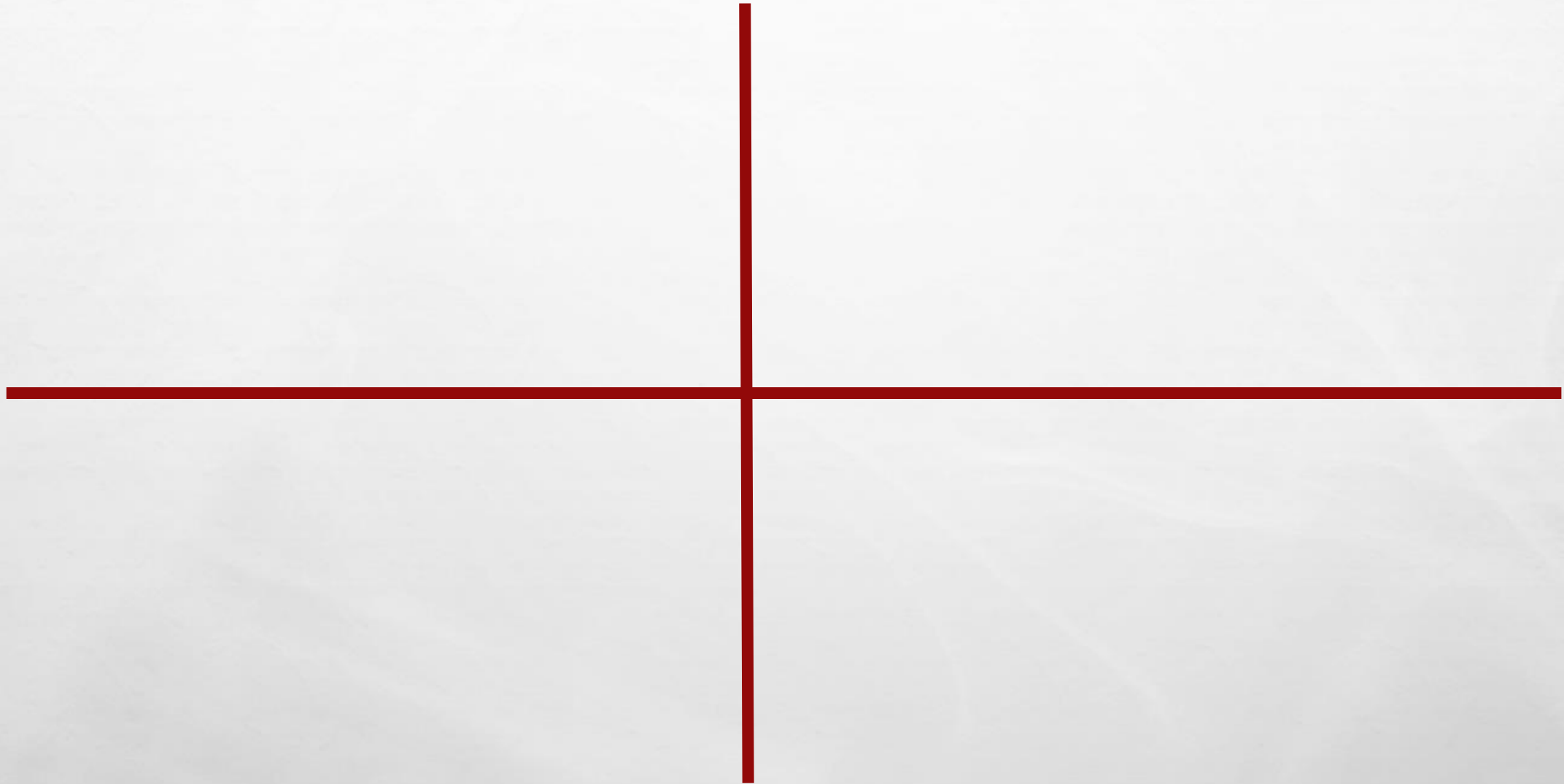


RICH DAD'S
**CASHFLOW
QUADRANT**

GUIDE TO FINANCIAL FREEDOM



ROBERT T. KIYOSAKI



Curacao



Rest of the World



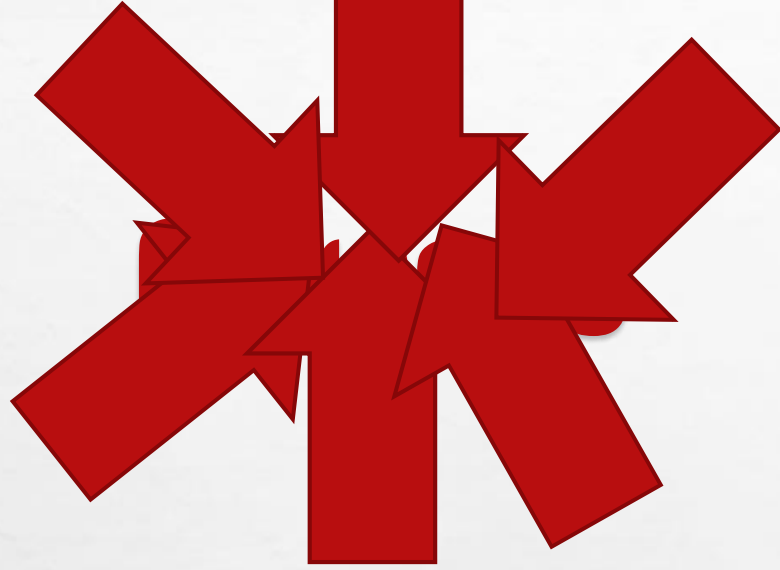


A diagram illustrating a relationship between Curacao and the Rest of the World. A horizontal red line and a vertical red line intersect. The word "Curacao" is in the top-left quadrant, and "Rest of the World" is in the bottom-right quadrant. Five red arrows point towards "Curacao": one from the top-left, one from the top, one from the top-right, one from the bottom-left, and one from the bottom. The bottom half of the image is a solid red bar.

Curacao

Rest of the World





Rest of the World



Curacao



Caribbean

Rest of the World

Curacao

Latin America



Caribbean



Rest of the World



Curacao

Latin America



Caribbean



Rest of the World



Curacao



Sint Maarten

Eastern Caribbean



**54 Small Island
Developping
States**



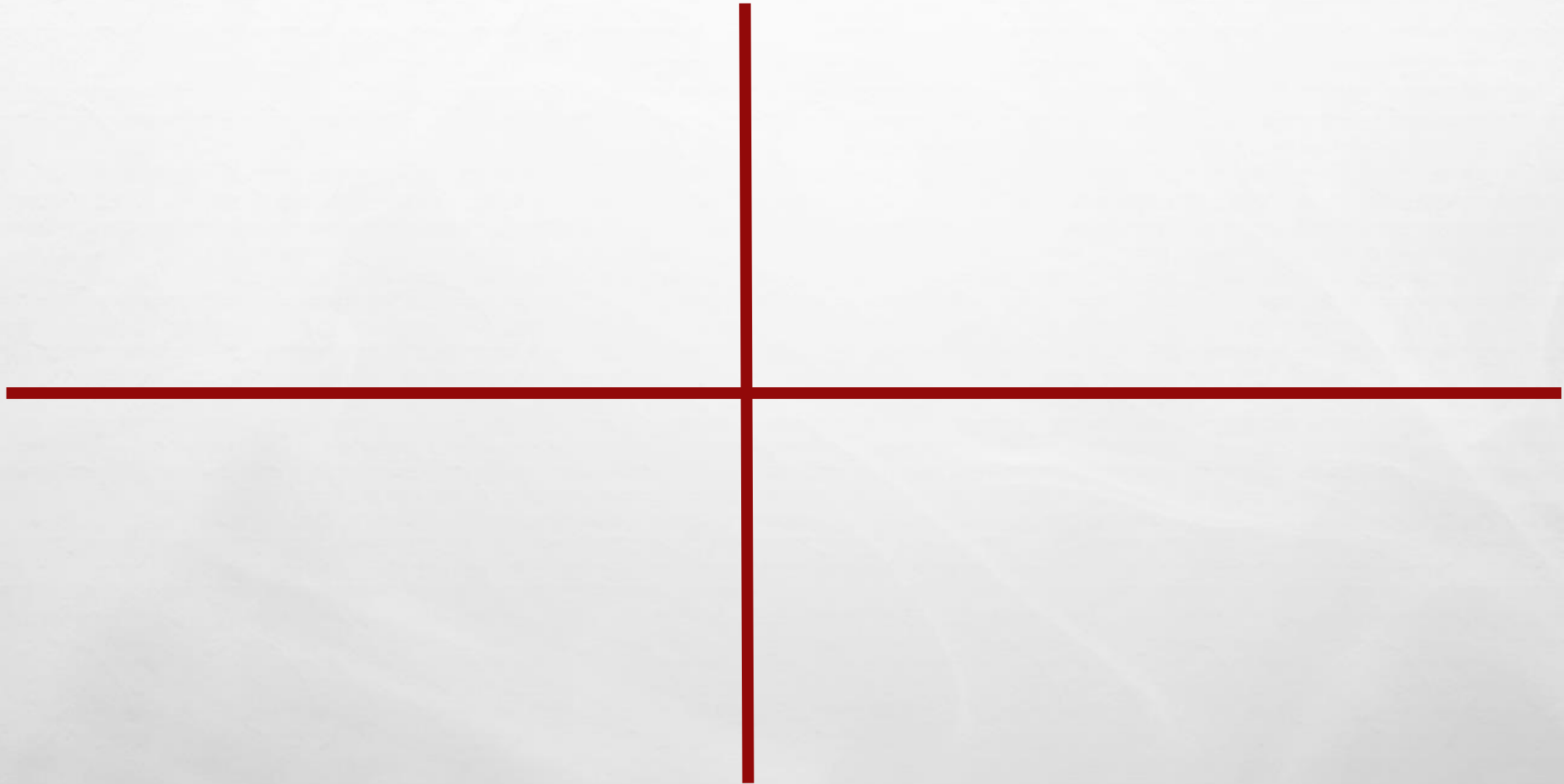
Curacao

Canada

USA

Australia







Bianca



**She is my
digital assistant**

Bianca

**She is a bot that I
recruited last week**



**She will onboard
You to the next
destination**

**Bianca chat with me:
m.me/mydreambusinesscoach**

Future of Work!?

FoW Mini Conference
Ministerie BPD WTC
May 11th 2019
Clark Russel - VBC



Predictions, predictions, predictions...

85% of the jobs that will be available in 2030 have not even been invented yet, with the technological landscape set to become unrecognizable over the next 10 years.

By Dell Computers



Playing it Safe ??!

- Pursue a career in one of the 3 following groups:
 - **Creative Jobs**
Jobs that require genuine creativity.
 - **Relationship Based Jobs**
These are roles that require the building and nurturing of complex relationships with other people.
 - **Unpredictable Jobs**
These are jobs that are likely to throw up unpredictable scenarios, such as those faced by the emergency services.



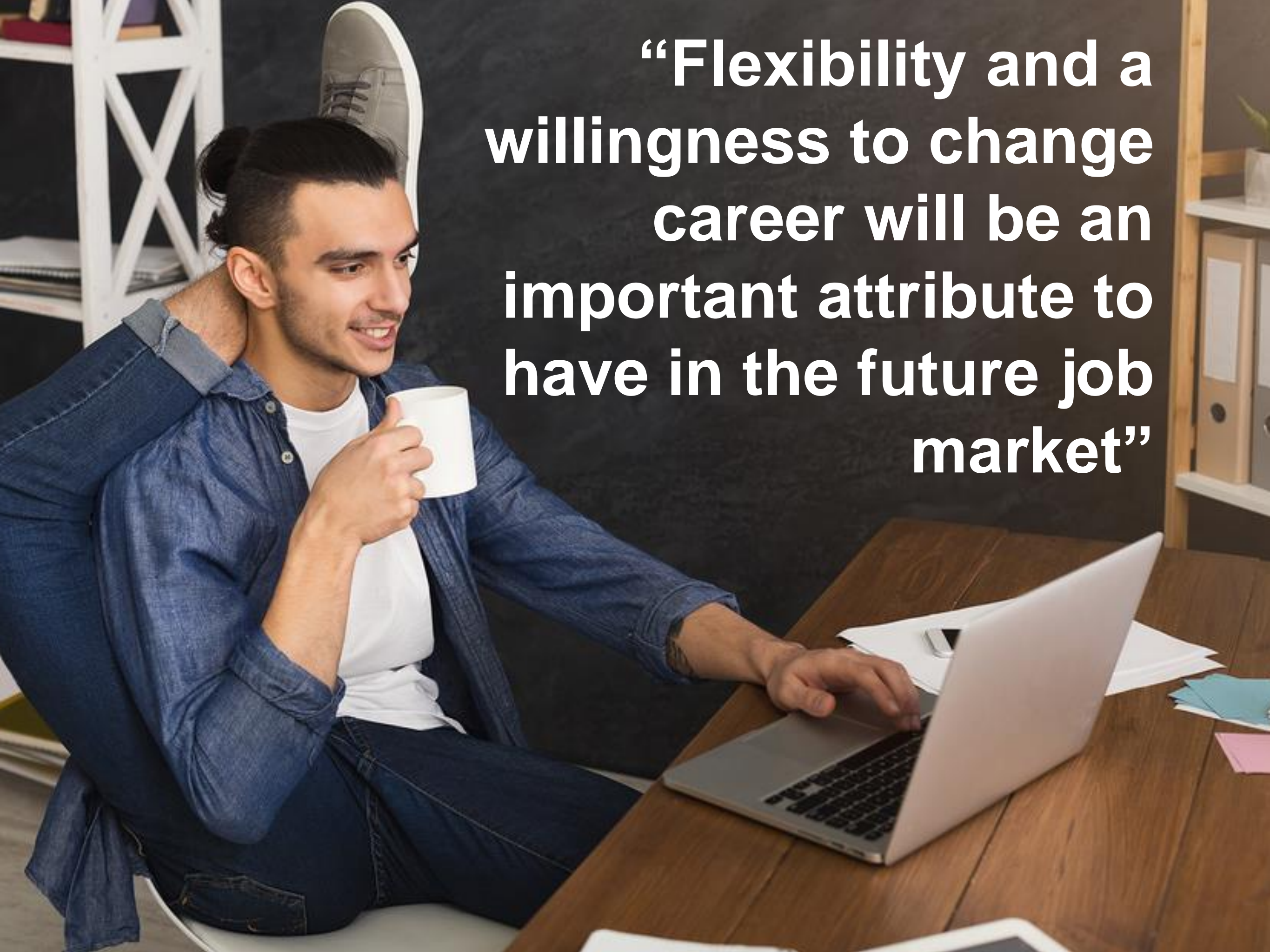
Disappearing Jobs v/s

NEW Jobs

- Newspaper reporter. ...
- Lumberjack. ...
- Flight attendant. ...
- Mail carrier. ...
- Librarian. ...
- Fast-food cook. ...
- Taxi dispatcher...
- Etc..

- Custom Body Part Manufacturer
- Brain Implant Specialist
- Cyborg Designer
- Space Tourism Guide
- Landfill Worm Operator
- Android Relationship Counselor
- Mind-Transfer Specialist
- ...???

“Flexibility and a willingness to change career will be an important attribute to have in the future job market”



**Co-working spaces
inviting workers from
different sectors to
work...**



Transform yourself !

Bank on the youth!

- Carefully listen,
- Observe and learn from their way of thinking,
- collaborating and working.



**Curaçao,
A great place to live and to work...
We are OPEN for Knowledge workers...**



Thank you !



MINISTERIE VAN
Onderwijs, Wetenschap, Cultuur & Sport

“Future education” en Digitalisering in het onderwijs



Visie ministerie OWCS

Elk kind, jongere van Curaçao, dient op gelijke wijze toegang te hebben tot gelijke en gelijkwaardige kansen te hebben om deel te kunnen nemen aan het aanbod van kwalitatief onderwijs en educatievoorzieningen. Het kind dient optimale mogelijkheden aangeboden te krijgen om zich ten volle en integraal te ontwikkelen.



Missie ministerie OWCS

Het Ministerie van Onderwijs Wetenschap Cultuur en Sport is primair gericht op het ontwikkelen van beleid, het concipiëren van de wetgeving, kwaliteitsborging en toezicht op het gebied van onderwijs, wetenschap, cultuur en sport. Centraal daarbij staat de aanhoudende zorg voor onderwijs en vorming.



“ Future education”

- Het aanbieden van vaardigheden die leerlingen en studenten nodig hebben om nieuwe uitdagingen uit de wereld het hoofd te bieden.
- 21e eeuwse vaardigheden



“ 21st century skills”

De huidige economie "plaatst waarde op brede kennis en vaardigheden, flexibiliteit, cross training, multitasking, teaming, probleemoplossend en projectmatig werken".

Om de jeugd te kunnen voorbereiden voor een onbekende toekomst, het huidige onderwijssysteem moet veranderen van een pedagogisch model dat gericht is op *wat* de studenten moeten leren naar het leren van *hoe* ze moeten leren. Deze vaardigheden worden 21st century skills genoemd.



21st century skills





Uitgangspunten 21e eeuwse vaardigheden

- 1. Leren relevant maken door gebruik te maken van het 'grote plaatje';
- 2. Leren aan de hand van disciplines;
- 3. Ontwikkel denkvaardigheden van lagere en hogere orde om begrip in verschillende contexten te stimuleren;
- 4. Stimuleer overdracht van het geleerde materiaal tussen studenten onderling;
- 5. Onderwijs hoe te 'leren leren'/ metacognitie (het leren over leren , oorzaak en gevolg en reflecteren);
- 6. Bespreek misverstanden openlijk ;
- 7. Stimuleer werken in groepsverband;
- 8. Benut technologie om het leren te ondersteunen;
- 9. De creativiteit van studenten bevorderen;



Uitdagingen

- Verdieping concept 21e eeuwse vaardigheden;
- Flexibiliseren van het onderwijs;
- Aanpassen van het curriculum;
- Methode en didactiek aanpassen;
- Leerkrachten om en bij scholen;
- Van aanbodgericht naar vraaggericht om aansluiting op de arbeidsmarkt te creëren;
- Verbeteren samenwerking en aansluiting VSBO,SBO, HBO



Uitstroomcijfers (Inspectie Onderwijs)

VSBO	2017	2018
Techniek	385	391
Economie	451	459
Zorg en Wel	352	104
SBO		
Techniek	389	383
Economie	511	491
Zorg en Wel	325	312
HBO (UOC)		
Law	30	32
Soc Sc and E	106	114
Engineering	25	27
Arts	38	41
Soc and B	39	42

22-05-2019



Digitalisering binnen het ministerie (1)

De volgende beleidslijnen zijn geformuleerd:

- Inventariseren ICT behoefte onder uitvoeringsorganisaties onderwijs en scholen;
- Opstellen (gefaseerd) stappenplan voor moderniseren huidige ICT backoffice;
- In kaart brengen van mogelijkheden voor integratie van ICT in huidige onderwijscurricula;
- Inrichten van een moderne ICT infrastructuur die ondersteunend is aan een effectieve en moderne (uitvoerings) organisatie in het onderwijs;



Digitalisering binnen het ministerie (2)

- Inpassen van ICT toepassingen in het onderwijscurriculum zodat leerlingen op een zodanig niveau met ICT kunnen werken welke nodig is voor doorstroom naar het VO/HO of arbeidsmarkt.
- Komen tot een “integraal” ICT beleid.
- Uitvoering Project Digitalisering Onderwijs



Visie en Missie ICT in het onderwijs

Visie: De school van de toekomst is een onderwijs omgeving waar wij leerlingen willen uitdagen met afwisselend en kwalitatief goed onderwijs, waardoor elke leerling gestimuleerd wordt optimaal te presteren en zijn talenten te ontwikkelen, waarbij ICT het middel van innovatie is en geheel geïntegreerd is in alle aspecten van het onderwijs systeem. De school van de toekomst vormt en levert goed onderwezen leerlingen die kunnen werken en communiceren in een ICT gedreven wereld.

Missie: De missie is om ICT op een georganiseerde, uniforme en innovatieve wijze te introduceren in het onderwijssysteem op Curaçao, opdat 90% van alle scholen kunnen voldoen aan een eigentijds, uitdagend en inspirerend onderwijs voor de leerlingen in het jaar 2015.



Doelstellingen ICT in het onderwijs

1. Ondersteunen van het didactisch leerproces ;
2. Een inhaalslag realiseren met betrekking tot de achterstand van ICT implementatie binnen alle scholen en speciaal FO/SO van de DOS, SOZDA/ADVENT, SCONS, EBG FSHP. Het resultaat is het moderniseren van het onderwijs met een effectieve en efficiënte investering op ICT gebied.



Resultaat ICT in het onderwijs (1)

- **Differentiatie:** meer en beter omgaan met verschillen tussen kinderen
- **Uitdagende Leeromgeving:** vernieuwing van het aanbod (software, hardware) met gebruikmaking van nieuwe leer- en werkvormen
- **Goed digitaal Leerlingvolgsysteem:** het in beeld brengen en houden van de speciale zorg voor zorgleerlingen op de school
- **Goed onderhouden leerlingadministratie:** het verzorgen van de leerlingenadministratie



Resultaat ICT in het onderwijs (2)

- **Kennisdelen:** DOS en kleine schoolbesturen onderling, *Samen Deskundiger* van Kennisnet, andere schoolbesturen
- **Onderlinge communicatie:** het realiseren van een efficiënte/adequate onderlinge communicatie met de schoolbesturen, directies, de collega's van de overige scholen en andere relaties



Huidige situatie & uitdagingen (1)

- Bij de instroom in het eerste jaar van het secundair onderwijs zijn sommige leerlingen heel vaardig met computers, terwijl andere nog niet eens de basishandelingen beheersen.
- Door gebrek aan financiële middelen heeft het onderwijs op Curaçao de wereldwijde ontwikkelingen op het gebied van ICT, met name in het onderwijs, niet kunnen bijhouden.
- De overheid heeft niet op een gestructureerde wijze in deze behoefte voorzien. Hierdoor hebben scholen hun eigen ICT projecten gestart met ondersteuning van de privé sector en ouders.



Huidige situatie & uitdagingen (2)

- Er wordt onvoldoende kennis uitgewisseld. Dit heeft als gevolg dat er veel tijd en energie verloren gaat terwijl scholen verschillende systemen en verschillende niveau's van kwaliteit hebben.
- De professionele ontwikkeling van de docenten is niet verder aangescherpt, waardoor de docenten op dit moment niet, of niet voldoende in staat zijn om de innovaties op het gebied van ICT en Technologie in het onderwijs te kunnen dragen.
- Bepaalde scholen en leerkrachten hebben op basis van eigen motivatie doorgewerkt aan digitalisering.



Acties vanuit ministerie OWCS (1)

- Onderzoek naar de huidige situatie om een goed beeld te krijgen van de stand van zaken;
- Creëren van de nodige infrastructuur ter ondersteuning en implementatie van ICT;
- Ontwikkelen van een dynamisch curriculum;
- De individuele behoefte aan ICT-competenties verzamelen;
- De maatschappelijke verwachtingen ten aanzien van scholen in kaart brengen;



Acties vanuit ministerie OWCS (2)

- De jarenlange ervaringen met ICT in de klas- en schoolpraktijk meenemen;
- De resultaten uit reeds gedane onderzoeken analyseren;
- Revisie van reeds gemaakt beleid op relevante onderwerpen;
- De nodige professionalisering van het onderwijzend personeel verzorgen.



Uitvoering project Digitalisering Onderwijs

- Benoemen projectleider
- Oprichten stuurgroep en platform
- Uitvoeren nulmeting
- Verbeteren Infrastructuur
- Start uitvoering project

The Future of Work Curaçao

Dr. Miguel Goede

mpgoede@gmail.com



1. Introduction

- ▶ 100 years ILO
- ▶ Era of change
- ▶ Dialoog
 - ▶ The monitor
- ▶ Startnotitie



- ▶ Assignment: Monitor and register the spontaneous dialogue
- ▶ The picture of an object in motion



2. Work in the present

- ▶ Economic growth -1.9 % in 2018
 - ▶ The region is doing better than us
 - ▶ On the other hand we out perform the region in hospitality
- ▶ 70.153 persons on the labor market
 - ▶ 9500 are still looking for a job
- ▶ Unemployment 13.4 %
 - ▶ Youth one third



- ▶ Technical and manufacturing jobs are dropping but hospitality jobs are rising
- ▶ *Unequal distribution*
 - ▶ *Civil servant is one of the best paid*
- ▶ *SOAW increase in request for dismissal*



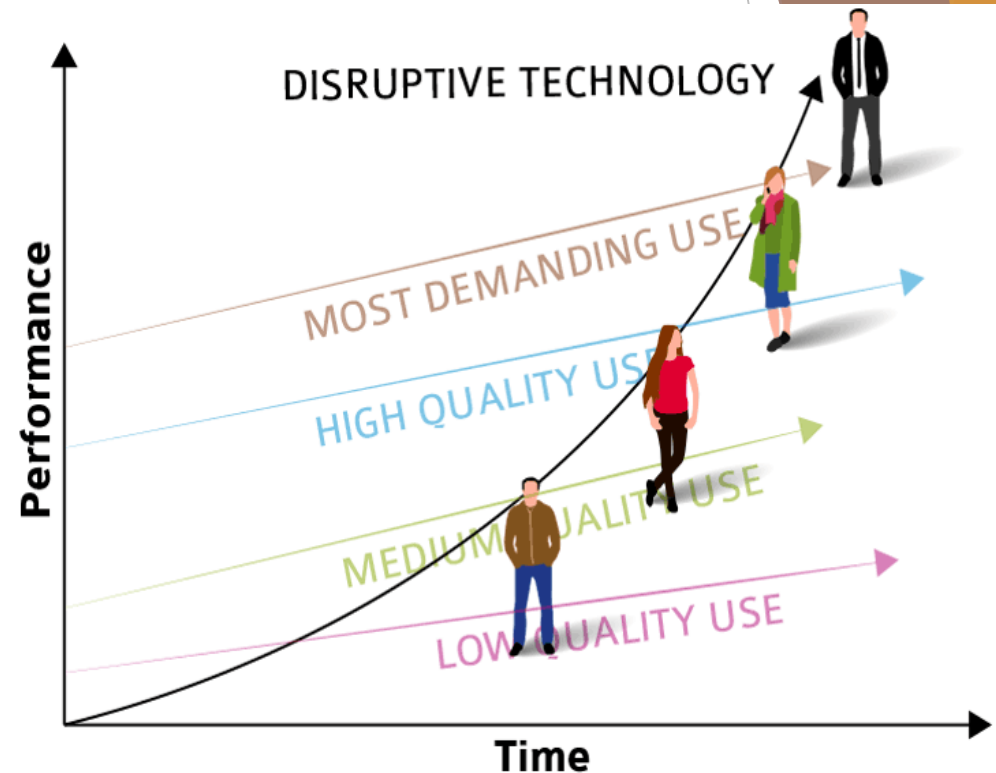
- ▶ Uncertainty. Refinery is an example
- ▶ Refugees (15.000 or 26.000)
- ▶ Informal sector is growing
- ▶ Big social problems



3. Future of Work

► Everything will change:

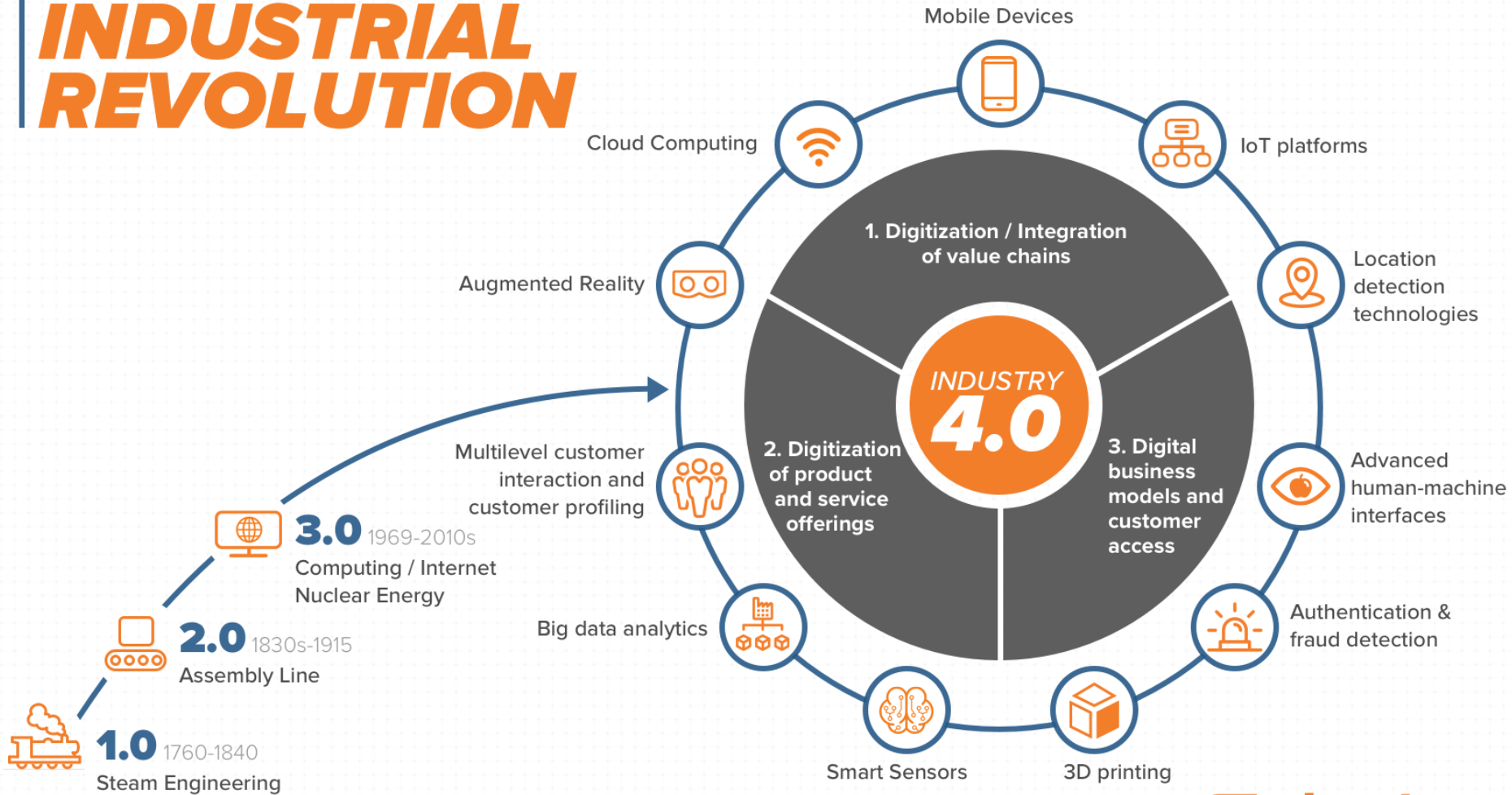
- Disruptive technology
- Climate change
- Demography



Fourth Industrial Revolution

THE DAWN OF THE

FOURTH INDUSTRIAL REVOLUTION



Two Scenarios

- ▶ Not enough jobs
 - ▶ Universal basic inc (UBI)
 - ▶ Senseless jobs
- ▶ Enough jobs
 - ▶ There will be a shift towards new jobs



4. The dialogue

- ▶ 4.1 Platforms that have a helicopter view
- ▶ 4.2 Government
- ▶ 4.3 Private sector
- ▶ 4.4 Labour Unions
- ▶ 4.5 NGO sector
 - ▶ 4.5.1 Political parties
 - ▶ 4.5.2 Other NGOs
- ▶ 4.6 Education
- ▶ 4.7 Demographics
- ▶ 4.8 Climate Change



4.1 Platforms that have a helicopter view

- ▶ Government
- ▶ SER
- ▶ Diálogo Nashonal
- ▶ Smart Nation Platform
- ▶ Media



4.2 Government

- ▶ Groeistrategie
 - ▶ Bon bini
- ▶ Cinex
- ▶ E-Government
- ▶ Curatec
- ▶ Fintech
- ▶ CBS



4.3 Private sector

- ▶ Jobs are lost
 - ▶ Financial sector
- ▶ APC conference
- ▶ Chamber presents paper
- ▶ VBC
- ▶ SME
 - ▶ Protection of ZZP-ers
 - ▶ CX Pay
- ▶ Think Tank
- ▶ Hospitality is creating jobs
- ▶ SWAC, green energy



4.4 Labour Unions

- ▶ In an interview we took notice
- ▶ Focus is on how to meet the needs of the selfemployed worker



4.5 NGO sector

- ▶ Political parties
- ▶ Others



Political parties

- ▶ Some parties are more active than others.
- ▶ Spectrum reaching from *very aware* and on the other extreme *not much awareness*



4.5.2 Other NGOs

- ▶ Fragmented
- ▶ Much is not in the context of the future of work
 - ▶ Citi
 - ▶ Economist
 - ▶ Accountants



4.6 Education

- ▶ Lacking or staying behind
- ▶ Is expecting very much from government
- ▶ We are expecting too much from schools and universities?



4.7 Demographics

- ▶ The Gray Power
- ▶ Some debated
- ▶ 2050
 - ▶ 220,000 - 146,000



4.8 Climate Change

Meteo and activist groups
Programs in schools



5. Analysis

- ▶ We were here before
- ▶ There are reports, but no implementation

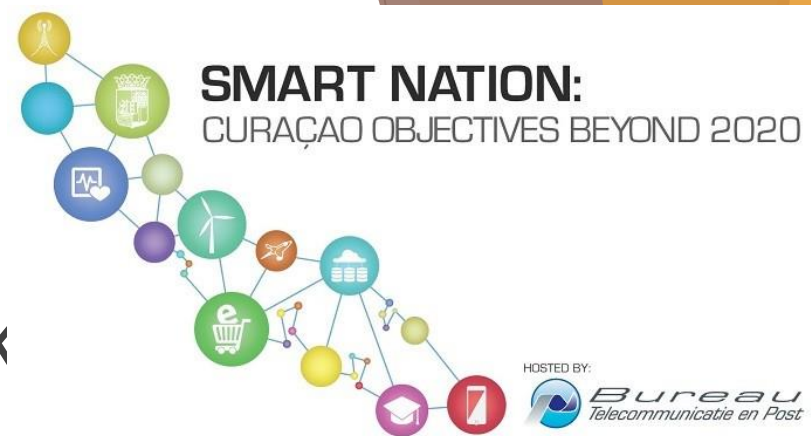


6. Conclusions and recommendations

	Recommendation
Platforms have a helicopter view	<ul style="list-style-type: none"> • Diálogo Nashonal must address the future of work more explicit. All social partners should present their position on this matter. • The social partners should address the labour laws. • The media should cover the theme more fundamentally.
Government	<ul style="list-style-type: none"> • The existing National Development Plan should be enriched by incorporating the future of work. The Groeistrategie should add new economic sectors to the plan and focus more on work and not primary on investments and economic growth. This can be achieved by combining the strategy with the Smart Nation initiative. Collaboration with Cinex is important. • The government should further intensify the efforts to be data driven. The further implementation e-government should contribute to this objective. • The further exploration of Fintech is in line with the future of work. • The government should evaluate and adjust the labour laws. • The Smart City project is an innovative way to stimulate the creation of new jobs. This should be combined with implementing an effective SME policy. • A realistic policy on migration should be developed focusing on the future of work.
Private sector	<ul style="list-style-type: none"> • The sector should develop a vision on the future of work. In this vision, SMEs and start-ups must be at the center. • The protection of the self-employed workers should be developed. • An electronic paying solution is a priority to enable e-commerce and export by SMEs. • Start a business incubator for SMEs/ Start-ups in an old school building. • Offer SME a tax holiday of two years. • Alternative energy could be developed as a cluster.
Labor Unions	<ul style="list-style-type: none"> • The unions should articulate their vision on the future of work. In this vision they should formulate their strategy for the new economy and the future of work. • Union should help come up with alternatives for the existing labour laws.
NGO sector	<ul style="list-style-type: none"> • NGOs should collaborate more and join forces.
Education	<ul style="list-style-type: none"> • The institutionalized dialogue between stakeholders on education should be further developed. • Execution of a plan is essential. Many plans are not executed. • Vocational training is essential. This type of education is like a crisis within a crisis. • Bold digitalization of schools is of essence. • 21st-century skills and STEM (Science, technology, engineering, and mathematics) must be introduced right away. • Teach programming at all levels. • Start a university degree ICT program. • Adapt the scholarship policy to meet the needs of work of the future.
Demographic	<ul style="list-style-type: none"> • A policy on demography (population size) should be developed and implemented. The target should be realistic.
Climate Change	<ul style="list-style-type: none"> • The national dialogue on climate change must be started.

Platforms

- ▶ Diálogo Nashonal must address the future of work more explicit. All social partners should present their position on this matter.
- ▶ The social partners should address the labour laws.
- ▶ The media should cover the theme more fundamentally.



Government

- ▶ The existing National Development Plan should be enriched by incorporating future of work. The *Groeistrategie* should add new economic sectors to the plan and focus more on work and not primary on investments and economic growth. This can be achieved by combining the strategy with the Smart Nation initiative. Collaboration with Cinex is important.



- ▶ The government should further intensify the efforts to be data driven. The further implementation of e-government should contribute to this objective.
- ▶ The further exploration of Fintech is in line with the future of work.



- ▶ The government should evaluate and adjust the labour laws.
- ▶ A realistic policy on migration should be developed focusing on the future of work.



- ▶ The Smart City project is an innovative way to stimulate the creation of new jobs. This should be combined with implementing an effective SME policy.



Private sector

- ▶ The sector should develop a vision on the future of work. In this vision, SMEs and start-ups must be at the center.
- ▶ The protection of the self-employed workers should be developed.
- ▶ An electronic paying solution is a priority to enable e-commerce and export by SMEs.
- ▶ Start a business incubator for SMEs/ Start-ups in an old school building.
- ▶ Offer SME a tax holiday of two years.
- ▶ Alternative energy could be developed as a cluster.



Unions

- ▶ The unions should articulate their vision on the future of work. In this vision they should formulate their strategy for the new economy and the future of work.
- ▶ Unions should help come up with alternatives for the existing labour laws.



NGOs

- ▶ NGOs should collaborate more and join forces.



Education

- ▶ The institutionalized dialogue between stakeholders on education should be further developed.
- ▶ Execution of a plan is essential. Many plans are not executed.
- ▶ Vocational training is essential. This type of education is like a crisis within a crisis.



- ▶ Bold digitalization of schools is of essence.
- ▶ 21st-century skills and STEM (Science, technology, engineering, and mathematics) must be introduced right away.



- ▶ Teach programming at all levels.
- ▶ Start a university degree ICT programming.
- ▶ Adapt the scholarship policy to meet the needs of work of the future



Demography

- ▶ A policy on demography (population size) should be developed and implemented. The target should be realistic.
- ▶ Elderly care



Climate change

- ▶ The national dialogue on climate change must be started.



► Let us create
jobs!

