

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



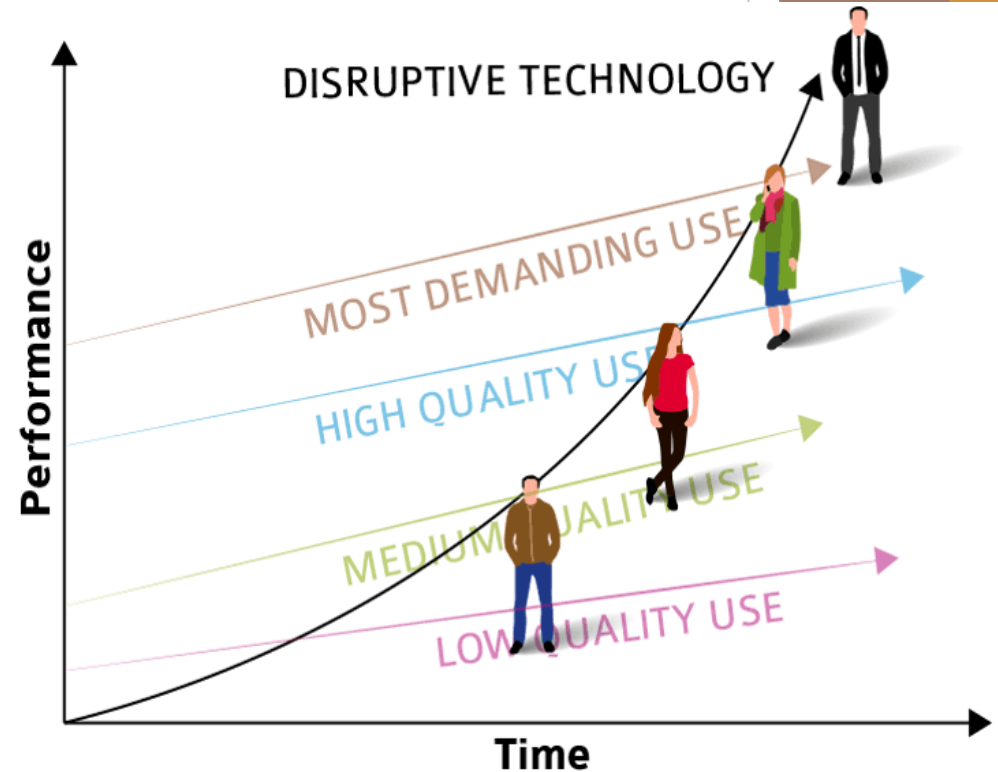
3. Future of Work

▶ Everything will change:

▶ Disruptive technology

▶ Climate change

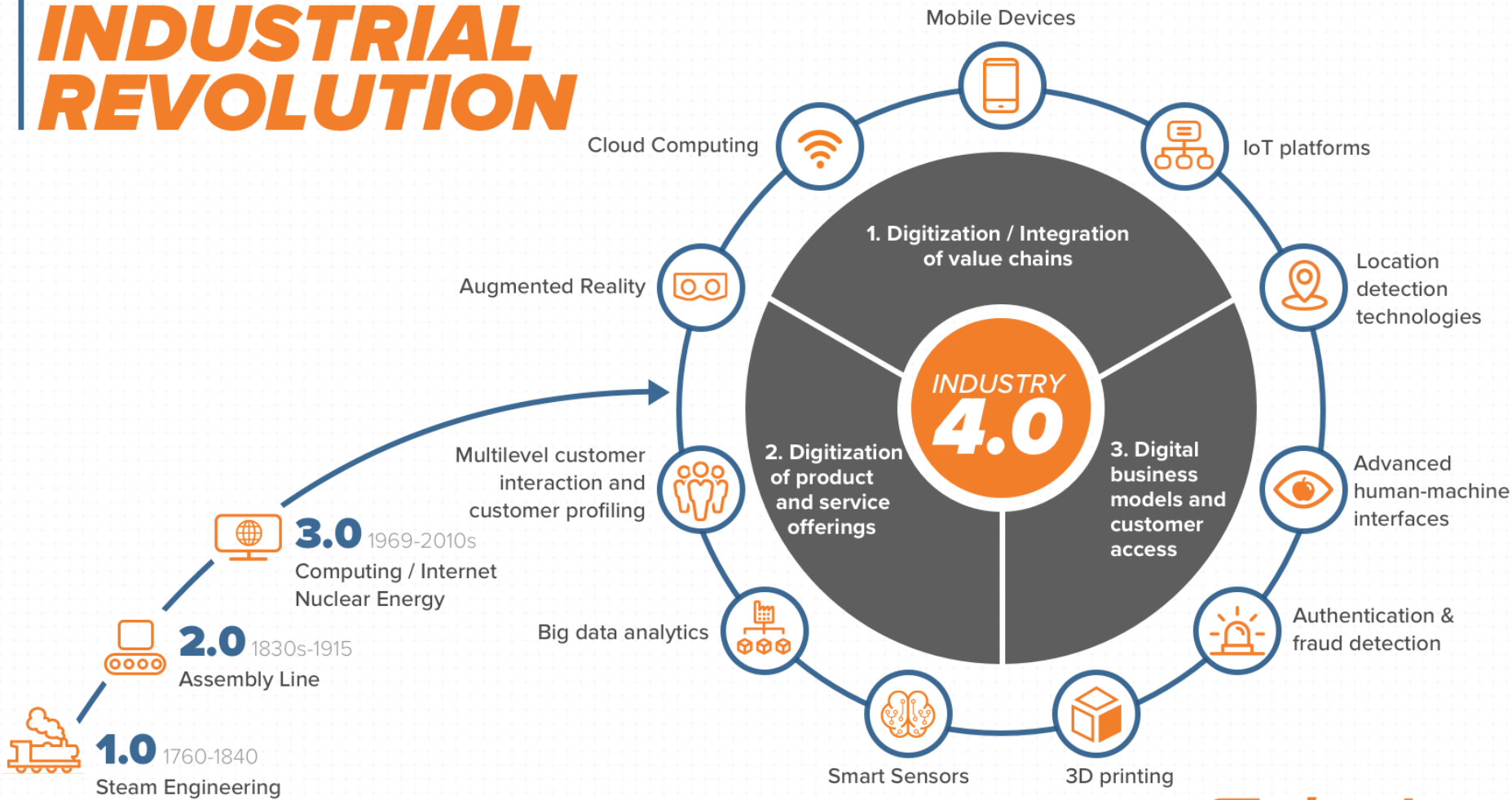
▶ Demography



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

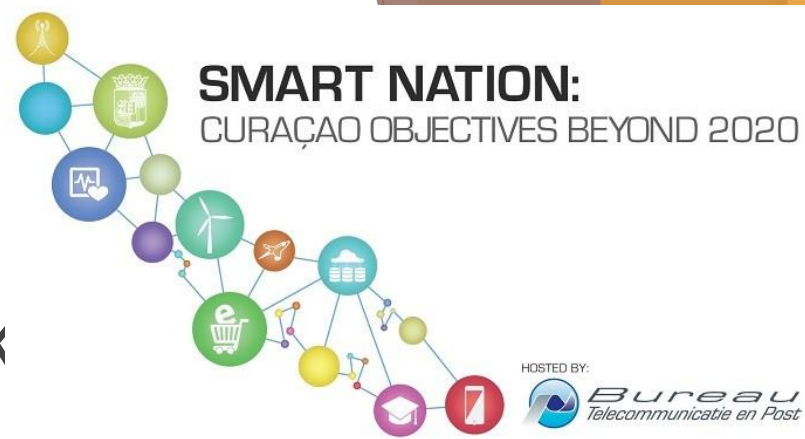
- ▶ We were here before
- ▶ There are reports, but no implementation



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

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- ▶ The government should further intensify the efforts to be data driven. The further implementation of e-government should contribute to this objective.
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- ▶ 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!

