



# Manifesto Inclusive Labor Market

**Manifesto for the further development and shaping of an inclusive labor market in Curaçao as a follow-up to the conference of August 31, 2023**

**Towards a society that collectively contributes to a resilient economy**

## Introduction

This Manifesto is a follow-up to two previous Round Tables organized in the years 2022 and 2023, as well as a conference dated 31 August 2023. Various stakeholders participated in these academic and professional meetings, including representatives from the private sector (both employers and employees), advocacy organizations, international entities, experts from the academic field, as well as members of the Economic and Social Council (SER) of Curaçao.

The primary goal of this Manifesto is to create a robust theoretical and practical foundation to support policies and guidelines that substantially strengthen the inclusiveness and effectiveness of the Curaçao labor market. In a socio-economic context significantly influenced by migration flows, and placed within the dynamics of a globalized world characterized by extensive diversity, it is imperative to strive for a labor market that does not discriminate on the basis of origin and facilitates equal opportunities for a broad spectrum of the population.



This Manifesto calls for multidisciplinary and multilateral cooperation, change processes, and proactive actions towards the realization of an inclusive labor market policy. Such a policy is not only congruent with, but also fundamental to achieving 'an improved quality of life for the population,' as articulated in the coalition program for the 2021-2025 government term.

## Fundamental Principles

### *Social Dialogue as the Core of Active Citizenship*



A structured, fact-based dialogue is necessary to discuss and implement comprehensive policies regarding the labor market, labor migration, decent work, and the protection of human rights.

### ***Paradigm Shift***

It is essential to increase public awareness of the benefits of an inclusive labor market and the (historical and contemporary) contributions of migrants to our society.

### ***Collaboration***

Governments, employers, workers' organizations, civil society organizations, and society as a whole must collaborate to take concrete steps towards an inclusive labor market. The active participation of the business community is crucial for successfully shaping and implementing effective policies.

### ***Attention to Curaçao's Unique Challenges***

Policy development should take into account various variables, such as demographic trends, socio-economic factors, and macroeconomic indicators, with special attention to unique challenges such as high youth unemployment in Curaçao, exploitation, and labor market mismatches. The Platform is ready to contribute to labor market analyses.

## **Proposed Interventions**

### ***Revision of Education and Training System Programs***

An evaluation and potential revision of existing higher



education and Technical Vocation Education and

Training programs should be carried out, focusing on the labor market demand.

It is essential to invest in education and training that are responsive to changing labor market needs and accessible to everyone. Education and training should also facilitate the recognition of prior learning to help individuals to acquire formal qualifications that match their competencies and by such means contribute to increase their employability. Accreditation of migrants' diplomas should be regulated.

In addition, the education and training system should shift towards lifelong learning, encouraging individuals to continuously update their skills. Lifelong learning contributes to develop a workforce able to adapt to evolving labor markets.

The Platform is ready to formulate policy recommendations, together with relevant international organizations and experts, to achieve affordable and inclusive higher and technical vocational education and training systems that support continuous learning and thereby contribute to increased employability and social inclusion.

### ***Digital Job Matching***



Improved alignment between job seekers and job vacancies is necessary. The use of advanced technological platforms is advocated to facilitate this alignment.

### ***Promotion of Qualified Migration to meet the Curaçao labor market needs***

Transparent channels should be developed for qualified migrants to meet specific labor needs. To facilitate the deployment of migrants, it is necessary to recognize international experience and qualifications. The Platform partners are willing to provide support in this regard.

Regional cooperation initiatives can ensure the standardization of professional qualifications and therefore contribute to labor mobility between countries.

### ***Entrepreneurship***

Entrepreneurship must be facilitated more and better. It should be easier for all entrepreneurs to start and maintain a sustainable business. International research shows that entrepreneurship by migrants contributes to the development of local industries and employment, and creates new opportunities. This can lead to both local and international trade which contributes to economic growth. It also can boost entrepreneurship by locals, in other words entrepreneurship increases, resulting in more diversity and a more resilient economy.

### ***Regularization Protocols***

Efficient, simpler, and faster regularization procedures for migrants, that align with Curaçao's labor market needs and the need for new businesses, should be designed.

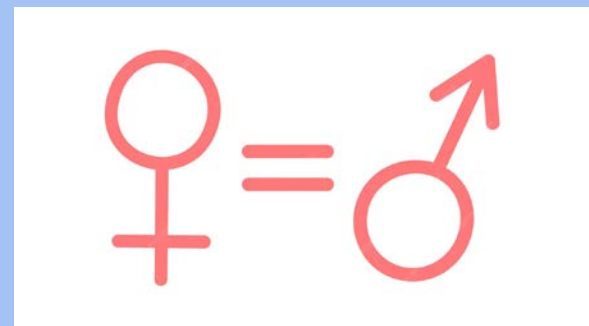
### ***Addressing Diversity and Innovation***



Migrants bring different perspectives and cultural influences, leading to innovative products and markets that can drive exports.

Migrants act as bridges between countries, facilitating the exchange of knowledge, trade, and cultural exchange.

### ***Equal Opportunities for Women, including Migrant Women***



Migrant women generally face double discrimination in the labor market based on gender and migration status. Women are often placed in low-paying and unsuitable positions despite their higher education levels. We call for specific measures to promote gender equality in the labor market and to overcome the obstacles faced by migrant women.

### ***Comprehensive Integration Programs***

The implementation of programs that encompass language acquisition, civic education, and vocational training is strongly recommended.

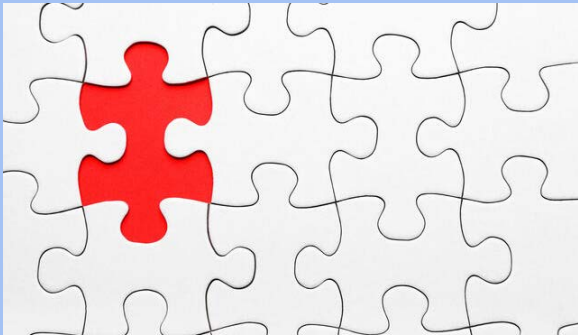
Information related to migration, settlement, permit policies, schools, housing, et cetera, should be (digitally) available in various languages so that migrants have access to this information.

Governments and businesses should establish integration programs to assist migrants in understanding the local culture, language, and functioning within the community, with a focus on respecting the migrant's culture and cultural diversity.

### ***Platform for an Inclusive Labor Market***

Setting up regular multi stakeholder consultation platforms for labor market policy is an indispensable tool for achieving the objectives in this manifesto.

### **Conclusion**



This Manifesto for an inclusive labor market reflects the consensus reached through extensive and careful dialogues among various stakeholders, including ILO Caribbean, SER Curaçao, HRDC, UNHCR, University of Curaçao. It aspires to align labor market policy with the complex challenges arising from Curaçao's demographic, socioeconomic, and cultural landscape. It recognizes that diversity is a strength that has already brought economic and social progress to Curaçao in the past and should be harnessed to further advance towards

a resilient economy with a high level of prosperity and well-being. This approach, supported by empirical data, aims for a resilient, inclusive, and sustainable labor market, in line with broader socio-economic and well-being objectives for everyone in Curaçao. It emphasizes the need for collaboration for a just and inclusive future. Together, we strive for a society in which Yu di Korsou and migrants work together, utilize their talents, and contribute to a prosperous and harmonious future for us all. We endorse this Manifesto with the belief that change is possible and that an inclusive labor market is within reach, as stated in the Government Program 2021-2025: "Towards a better quality of life for everyone in Curaçao."

