



Sociaal-Economische  
Raad Curaçao

# ILO-AICESIS-OKE Conference on

Social Dialogue and the Future of  
Work

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# Content

- How transformations in labour markets are affecting the interaction between human beings?
- How can societies manage these changes effectively?
- Measures that ESC-SIs can take to play a more active role in facilitating these changes
- Measures ESC-SIs can take in addressing increasing inequalities and vulnerabilities as a result of the abovementioned changes
- Measures that ESC-SIs can take to renew social contract through deepening and strengthening social dialogue and tripartite cooperation

## **How are the transformations in the world of work affecting the interaction between individuals?**

- Consequences of labour migration heighten tensions on national labor markets (Panama)
- As migrants work in predominantly the informal sector, the panorama of the labor situation also changes; less people are represented by established labor unions (Panama). Taking that into account a discourse on innovative unionism should be considered
- Personal human interaction is becoming less important as a lot of collaboration take place true the internet and digital platforms (Panama & CUR)

## How are the transformations in the world of work affecting the interaction between individuals?

- There is a changing attitude towards the concept of 'work'. Educated professionals are more flexible and have the tendency to prepare themselves better for new challenges on an ever evolving labor market (CUR)
- Given the consequences of climate change, people will be cohabiting more closely together, especially in urban areas (population density / demographic factors); therefore the chances of frictions between groups might rise
- Contacts are made faster and easier but less personal (AUA)
- Globalization lead to diminishing attention for typical local / cultural aspects of some countries, especially in SID's

## And how can societies manage these changes?

- Modern societies have no other choice; they will have to address or cope with an ever changing workforce; people are losing their jobs and if they want to stay competitive on the labor market, they need to get new skills, especially in a digital environment (Panama & CUR)
- The educational system will have to be adapted; the focus should be more on acquiring technology skills and digital arts (Panama & CUR)
- Social safety nets must be available and sufficient to enable the new/recently unemployed to upgrade themselves academically and professionally in order to enhance their possibilities on the labor market. Governments along with the business community should have a leading role in this process.

## And how can societies manage these changes?

- Create awareness among key stakeholders of what the future of work brings in terms of challenges and opportunities (CUR);
- Focus on the opportunities; Be bold, robust, creative, innovative, yet responsible enough to manage these changes and use the opportunities they provide wisely; (Prof. J. Gosh); basically, there is no room for ‘fear of change’
- Create partnerships within the framework of regional and international organizations, but also with other countries on a bilateral basis, therefore learning from the experiences of others who are more advanced (yet realistically)
- The ambition should be: not only to strive for a knowledge economy but creating a knowledge society, that is inclusive and sustainable

# Content

- How the transformations in the world of work are affecting the interaction between individuals
- How can societies manage these changes
- Measures that ESC-SIs can take to facilitate society in adapting to these changes
- Measures ESC-SIs can take in addressing increasing inequalities and vulnerabilities
- Measures that ESC-SIs can take in aiding a renewal of the social contract through social dialogue and tripartite cooperation

# What measures can ESC-SIs take to facilitate society in adapting to these changes?

- Further stimulate tripartism and social dialogue on the basis of a clearly defined multi annual policy agenda
- Foster effective partnerships with counterparts, on a regional and international level, not only within multilateral frameworks but also bilateral (Best practices)
- Create awareness among key players in the society (e.g. NGOs, the academic world) of the opportunities presented by technological and demographic changes; opportunities that are inevitable and irrevocable
- Advise governments and political leadership on measures to address possible negative effects of these changes (regulations and a legal framework)

# What measures can ESC-SIs take in addressing increasing inequalities and vulnerabilities?

- Further foster an open, realistic and constructive dialogue with civil society on issues pertaining to the threats that come with change
- Keep advising Government on how inequalities and vulnerabilities should be tackled
- Play a key role in giving advice on legislation that addresses these issues.

# What measures can ESC-SIs take in aiding a renewal of the social contract through social dialogue and tripartite cooperation?

- Provide as much support as possible to ensure an effective implementation of the outcome of the social dialogue
- Balanced support of Unions in their efforts to retain their members, engage with young union workers (training; soc. media) and innovate to incorporate informal workers
- Undertake debates, using the Tripartite composition, on issues related to the future of work; this has been done in among others Brazil

# What measures can ESC-SIs take in aiding a renewal of the social contract through social dialogue and tripartite cooperation?

- Brazil has set up a working group on the theme: “Employability in Brazil in the XXI century”; their recommendations confirm that ESC-SI’s should have an important role in institutions that debates on issues regarding the future of work
- ESC-SI’s should act as institutions whom primarily objective is: consensus building among key players in the society on themes related to social development, improvement of existing public policies and encouraging new government policy on social economic themes