

## Executive summary B5.1

Employment conditions research CAS countries	
Curacao, Aruba and Sint Maarten	
Costs and effectiveness of the public sector (Theme B)	
B.5.1	
Reasons for the project	The cost of the public sector of Curaçao, Aruba and Sint Maarten is high. The measures aimed at lowering salaries and reducing working conditions in the public sector aim to bring the public wage bill in line with the Caribbean average of 10 percent of GDP, taking into account country-specific factors.
Project objectives	The aim of the study is to provide insight into the cases in which control over the use and costs of the employment conditions entitlements can be improved.
Scope	Based on research and analysis of primary, secondary and tertiary employment conditions (including pensions, top incomes, overtime allowances, leave arrangements, special remuneration and allowances, travel and travel allowances, etc.), proposals for possible reduction measures are developed.
Chosen approach	The project can be divided into two phases. The first phase involves obtaining an overview of the employment conditions entitlements of both political office holders and civil servants/employees in the semi-public sector in the countries, together with an analysis of the employment conditions entitlements and proposals for reduction. In the second phase, the results from the first phase give the countries the opportunity, in consultation with the Netherlands, to make choices about which reduction measures are likely to be implemented and how much these measures can contribute to reducing the costs of the public sector.
Intended results	Overview per country of the employment conditions entitlements according to content, use and financial volume, accompanied by a comparative analysis. Analysis of special and/or deviating employment conditions entitlements in terms of content, use and/or costs and proposals for possible reduction of the employment conditions entitlements in terms of content and/or use, with an estimate of the expected return
Preconditions, coherence and dependencies	For the purposes of this study, the (semi) public sector includes the government in a strict interpretation, including implementing organisations, as well as legal entities established by national regulations. An overview of this demarcation has been added to this action plan (Appendix 1). Other government entities are discussed when examining subsidised institutions and government entities (B.2). Institutions from the education and care sectors are discussed in themes F and G from the Country package.
Planning	The study will run from May 2021 to mid-October 2021.

Initials (Aruba/Curaçao/ Sint Maarten)	Initials The Netherlands