

12-DEC-2019

## Technological change and the future of work Submission

Employment, labour markets and income and  
New Zealand, technology and productivity

By Scott Baker

Encouraging companies to help up-skill their employees each year to help with productivity.

Creating a *portable redundancy account* with Work and Income so this can be used and drained first, then jump over to the unemployment benefit after if needed, reducing some pressure on Work and Income. People who get to retirement age then need to transfer this account off from Work and Income. Also review Work and Income as their are requirements on who can get income support.

Private Medical insurance for employees also needs to be encouraged. General Waiting lists can be long and certain medical problems can become worse, affecting current job/position. Private Medical insurance for employees is a suggestion to help with productivity as they will have less time off work as they will be able to see specialists faster privately.

Any new (Policy) changes that affect contractors & self employed would need to be voluntary.

A suggestion to modify Super to UBI, and reduce age to 60 with lower payouts, while holdouts who do not need it for a while should receive a higher payout from age 70. People who have medium to serious medical problems could start receiving from age 60 while others in good condition can wait.

The education sector needs *critical thinking* taught to the students, as this can help students to ask more questions, new ideas may come out from this to then help in productivity.

Reducing the digital divide could be done by using opensource technologies as this is low cost so more students can then have access to technologies.

If automation and robotics takes too many jobs away, Job Sharing (Two employees have 1 job/position split evenly) is a possible idea to help when jobs are in low numbers.

Overseas Digital Platforms may have some bias and discrimination that could conflict with NZ law. Employment could be weaker and unstable income security may occur. This could be a serious problem and may need court cases or enforcement to force these platforms to comply with NZ law.

May also need a population size debate as this can affect productivity, on how big via importing or how small NZ should be going into the future.