

# The great exodus

VSO, SCO and BZK

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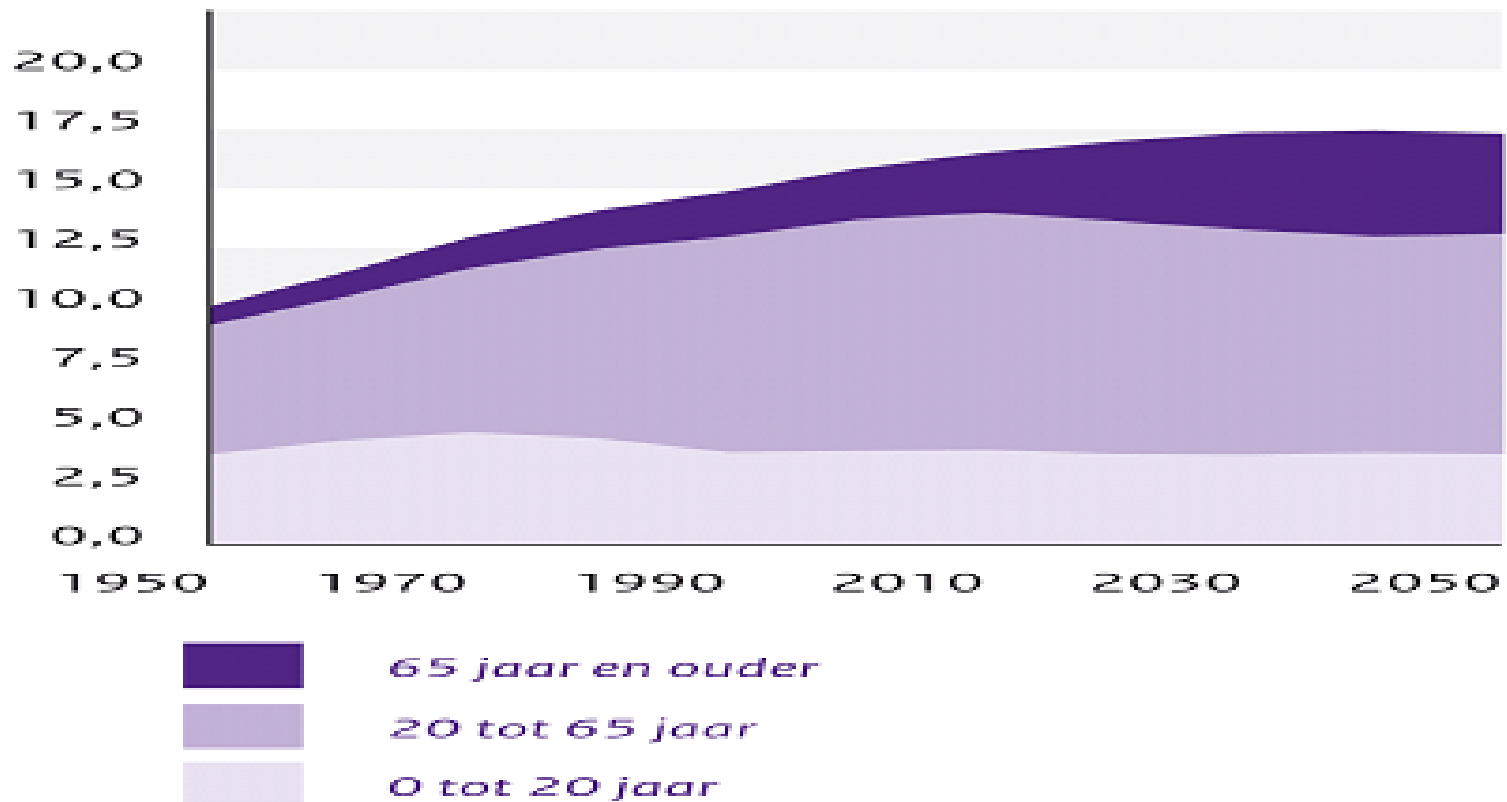


# What do we want to discuss today?

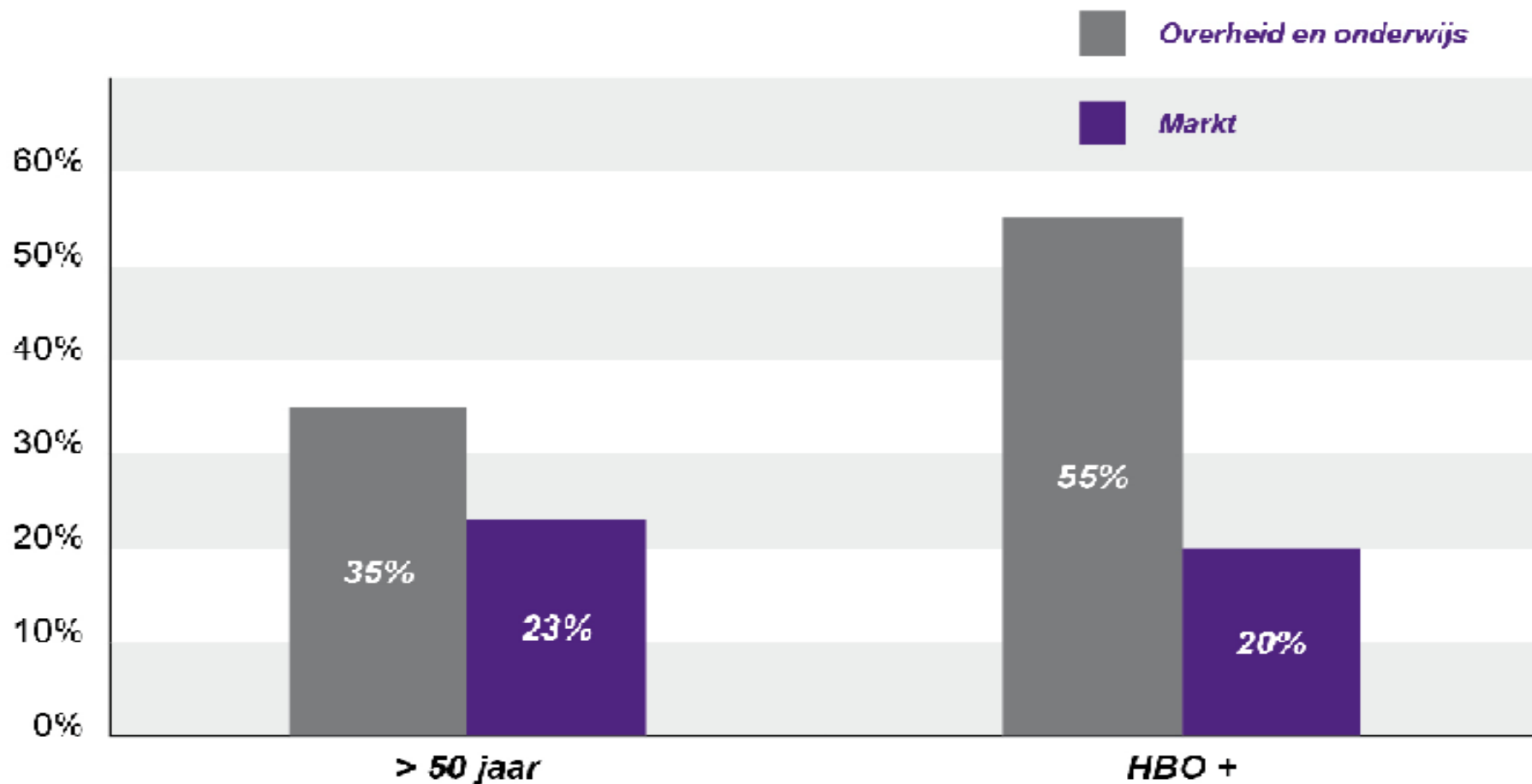
- Background: Why did we start this project?
- Process: How did we go about the project?
- Results: What was the outcome of the project?
- Future: How is the project to be continued?

# Background: ageing population and decline of younger generation

**A. Leeftijd**



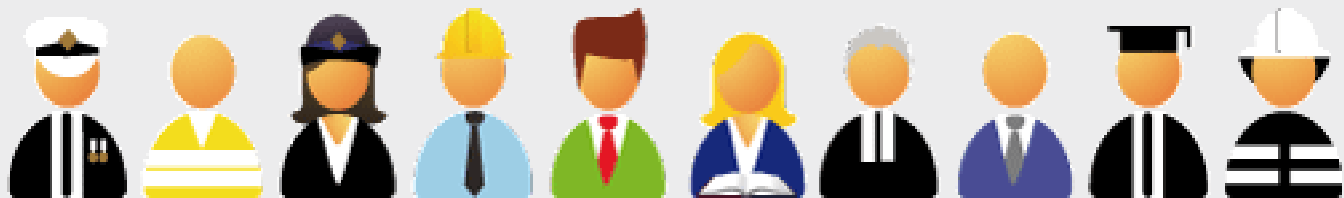
# Bottlenecks in public sector (excluding healthcare)



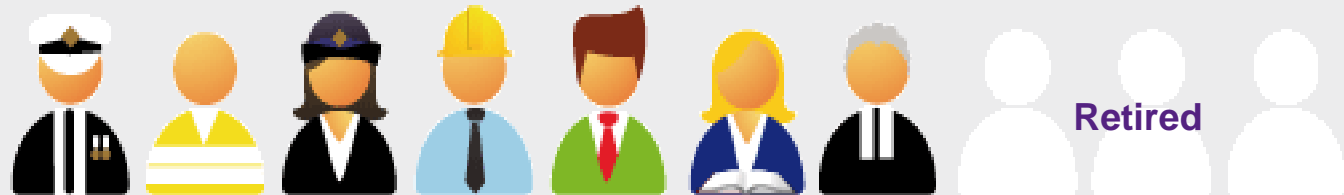
# Starting point

Outflow of public service employees between 2010-2020

2010



2020



2020



# Aim of the project

1. Problem analysis for public sector
2. Reconciling short term and long term
3. Sense of urgency
4. Formulate a joint labour market strategy

# Process

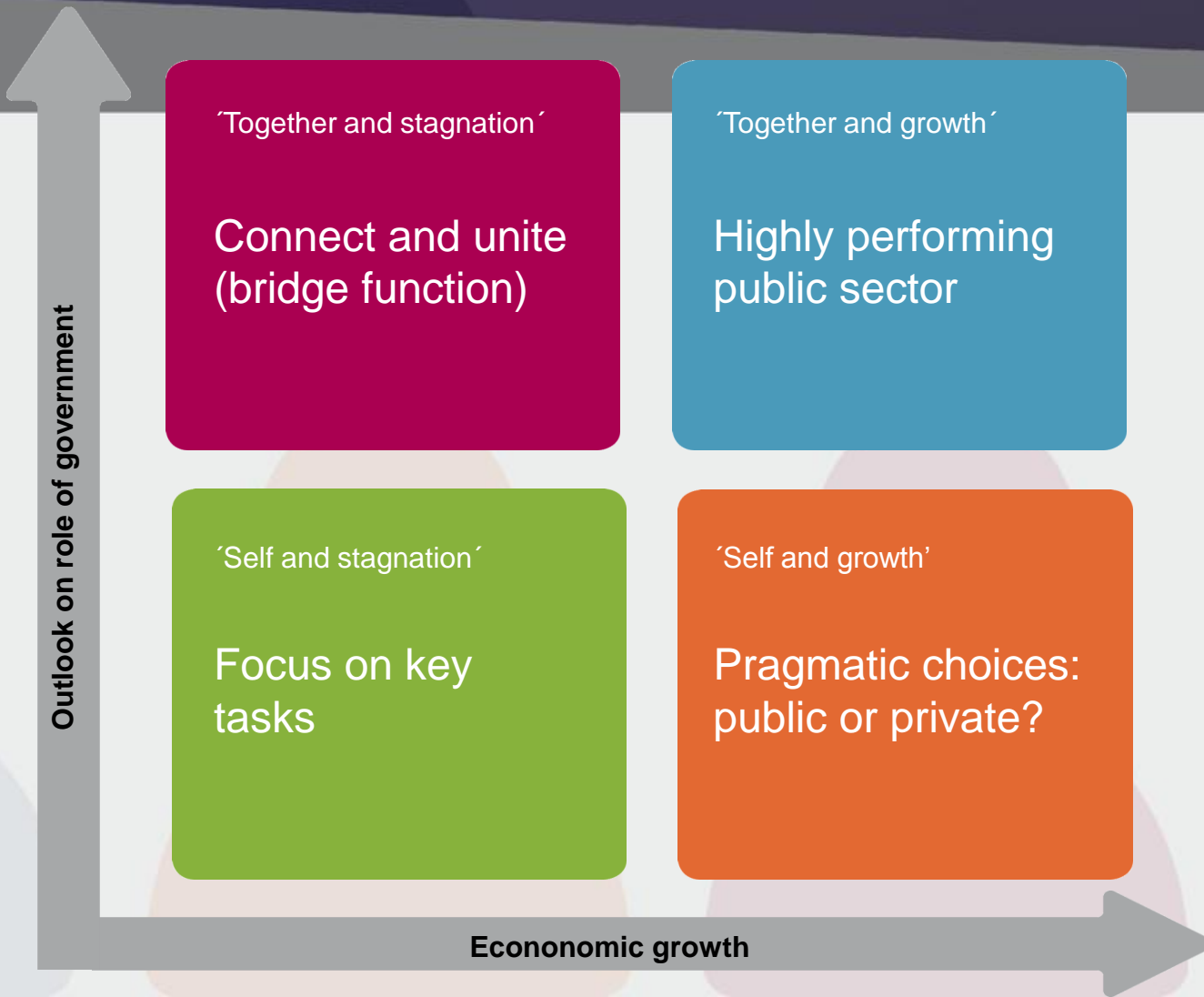
- Three parties involved: Ministry, sector employers, trade unions
- Method: scenario analysis
  - Trends
  - Two key uncertainties
  - Four scenarios
  - Policy options
- Supporting material:
  - Survey among public sector employees
  - Interviews with experts
  - Essays by scholars

# Results: Trends

1. Demographic changes
2. Flexibility, security and a tight labour market
3. Tight public finances (crisis and ageing population)
4. Changing needs of the working individual
5. Changing organisational structures
6. Citizens become more demanding



# Results: Scenarios



# Conclusions

- Besides a financial problem public sector is confronted with **shortages of qualified employees**
- But there are big differences between sectors (degree of shortages depends on political choices)

# Agreement on general solutions

1. What should or shouldn't public sector focus on?
2. Social innovation
3. Increasing professional autonomy and image
4. Making better use of individual talents
5. Increasing participation
6. Investing in employability
7. Optimizing work-life balance
8. Optimizing labour market mobility
9. Market based wage development

# Some ideas

## Mobility:

- National fund for labour market and education (A+O funds)?
- Intersectoral traineeships?

## Participation and employability:

- Individual approach: Workability index?
- Study relation between age, wage and productivity?

# Evaluation and follow up

## Outcomes:

- Message with impact (media, politics)
- Support for message of all parties
- Manifest for a strong public sector (June 2010)

## Follow up:

From sense of urgency to measures:

- Message directed at board of directors, managers, negotiators
- Recognizability at sectoral and regional level

# Evaluation and follow up

The big question:

How to reconcile the tension between short term financial problems and long-term scarcity?

Unique:

Despite (short-term) obstacles, willingness to keep social dialogue going