

The challenges of demographic change

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The Ministry is concerned with:

- **Public Service Management**
- **Kingdom Relations and Governance**
- **Public Order and Safety**
- **General Intelligence and Security Service**



Position of the Ministry

-Double role

- Employer of central government civil servants
- Coordinator and quality controller of collective bargaining in labour relations in the whole of the public sector

- Direct impact and indirect influence on sectoral collective bargaining

-Agenda setting and central policy development concerning labour market, labour relations and labour conditions for the public sector

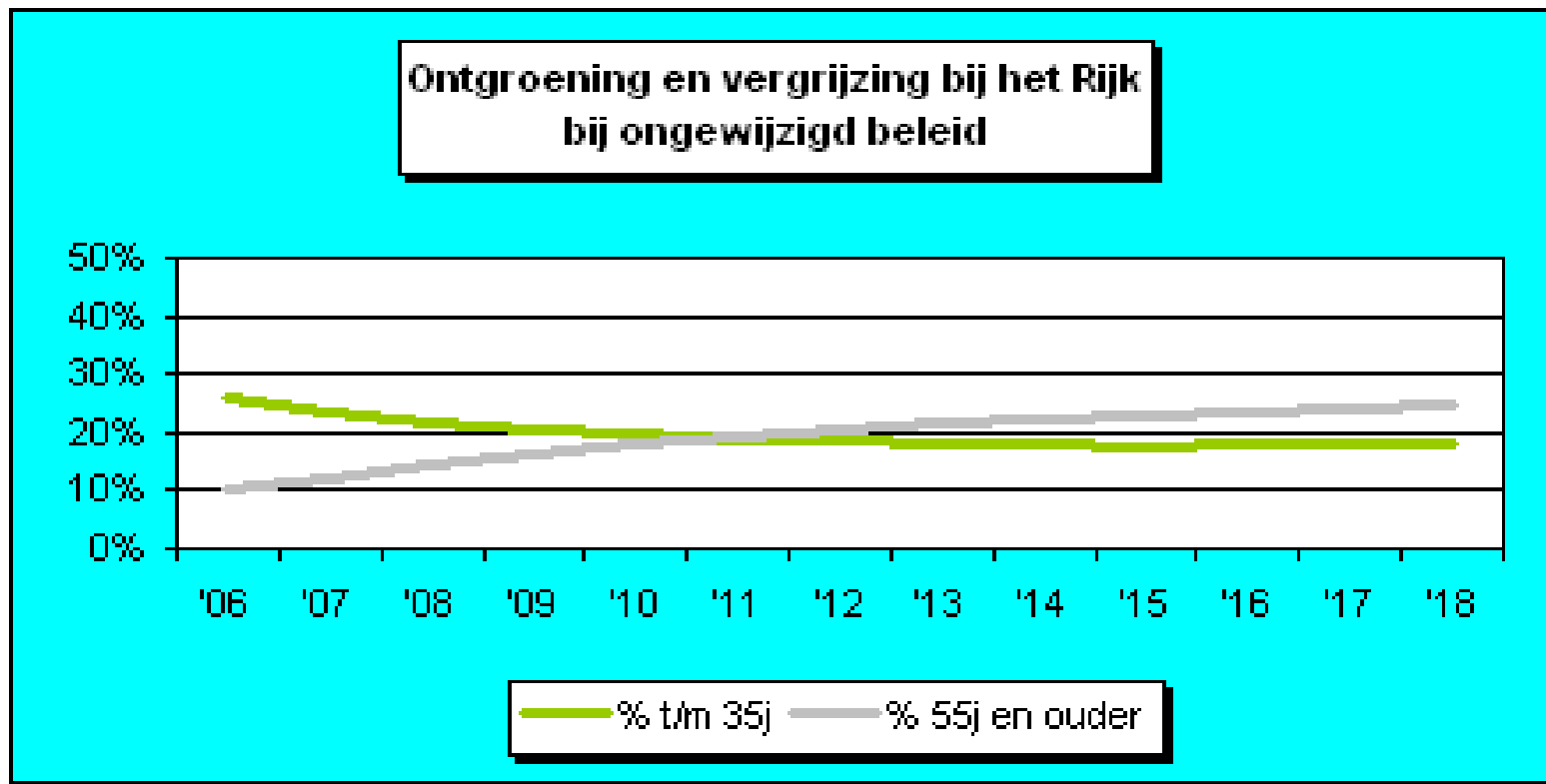


The aging workforce

- Work population in the Netherlands is aging less rapidly than in other European countries
- However, several public sectors expect serious problems:
 - State
 - Municipalities
 - Health sector
 - Schools



Example – the state I



Example – the state II

-Work force population trends: 2007-2018 (no policy change):

- Age group 18-45 decreases, most significantly in age group 26-35.
- Substantial increase in age group 55+.
- No substantial aging of support staff.
- In higher management, percentage of civil servants aged 55+ will approach 50% in 2018.
- In policy making functions, percentage of civil servants aged 55+ will quadruple.



Problems of an aging workforce

- Shortages in labour supply, particularly in high-end jobs
- Productivity loss, cost increase
- Decrease of attractiveness of the public sector
- Cultural aspects, i.e. low diversity, inertia
- Loss of knowledge
- Glass ceiling due to low mobility



An additional challenge: cutbacks

- Cut-backs in Dutch central government: 15.000 people will lose their jobs 2007-2011.
- Lower demand + lower supply = problem solved?
- No, creative solutions are required!



Policies

- Increasing productivity

- HRM: employability and education
- More effective and efficient organisations
- Flexibility (mobility, labour laws)
- Performance related pay

- Improving attractiveness of the public sector

- Wage
- Career Opportunities
- Good Governance

