

Summary of Comments from Roundtable "The New Employment Deal," November 29, 2010 and Aon Hewitt Survey

World is changing

Global trends like globalization, technological development, graying, individualism and sustainability
Has to have impact on relationship between employers and employees
Central question: are we going to get a new employment deal and if yes, what will it look like?

Business in Western Europe

Shifting more towards service industry
Need for other kinds of employees
Survey Results: what will impact your organization most in the next 5 years:

- Instability in the financial markets & economy
- Upcoming competition from Asia
- War for talent

Technological developments

Organisations need to get more agile. So do employees.

War for talent

The Bakker Commission has calculated a deficit of 375.000 workers in 2015
Higher retirement age only partly solves the issue; there remains a deficit of 300.000

different views

- is this really a problem like the survey results show?
- will it be solved by different sourcing possibilities?

New generation Y (millennials)

- no loyalty
- multitasking
- more focused on quantity than quality
- making use of other sources
- bore-out instead of burn-out
- Are they really different?

Companies prepared for change?

Survey shows a lot of focus on culture, sustainability, employability
Pensions, health etc. under represented
Companies difficulty with accepting they can't bear all risks anymore

Discussion about The New Employment Deal.

Important elements:

Relationship employer/employee

Much more cooperation, not only between employer and "employee" but also with clients. Employees will change into suppliers. Cooperation between the three parties based on added value meaning only positive energy.
What are we able to learn from Asia?

"vakmanschap"

Who is responsible for development of workmanship?

Employee for taking the initiative
Employer for providing the facility
Society for providing a safety net

Security / trust

Employer need to be clear about what can be expected of him

Change can't be done overnight.

Expectation of result of employees does also mean giving trust.

Definition of "Control" will change.

Deal will always be temporary. Employees need to (be able to) trust on their employability.

Overall conclusion:

Wording "the employment deal" does not cover every element of changing environment.

Looks like not everyone is convinced about consequences

- war for talent
- new generation

To what extent does existing financial crisis conceal upcoming burning platform?