

Labour productivity is back on the political agenda in the Netherlands

TNO Work and Employment

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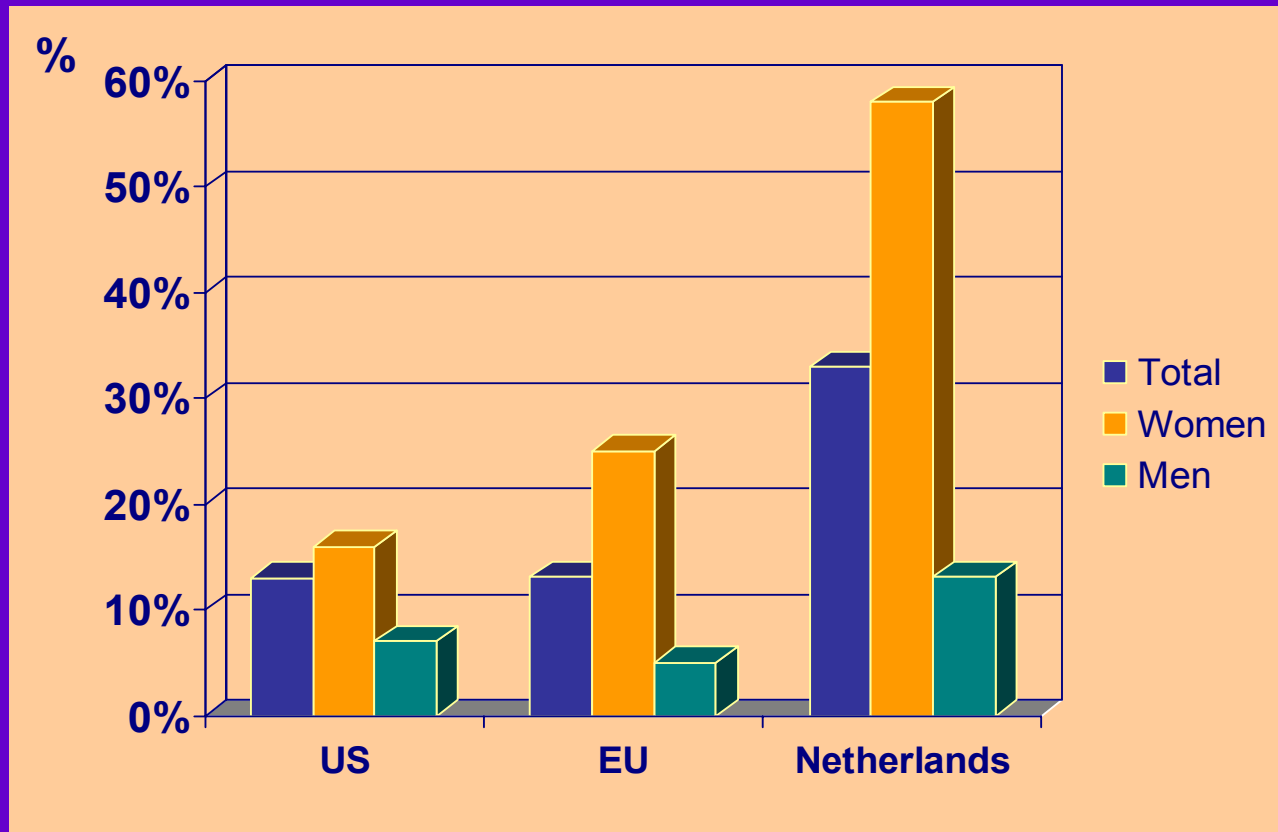
Themes to discuss

1. Historical overview
2. Contributions of social partners and government
3. Opportunities for TNO

Historical overview

Productivity on agenda	yes	1970	no	2000	yes
Economic growth	+	++	±	++	-
Productivity	+	++	±	-	--
	COP	COB	end COB		

Proportion part time jobs (in %)



Labour productivity (GDP per hour)

	United States	European Union	Netherlands
1990 - 1995	1.1	2.6	1.4
1995 - 2000	2.0	1.5	0.6
2001 - 2002	1.7	0.8	0.3

Trade unions

Enhancement of productivity, yes

Preconditions:

- Employment
- Empowerment
- Employability

‘Smart work’ by innovation, sustainable development

Employers

Enhancement of productivity, yes

- **By flexible working times and management of sickness absence**
- **Improvement terms of employment related to company results**
- **Innovation can only be realized in companies**

Government

Policy maker:

- ★ Deregulation and anti trust legislation and control
- ★ Support SME in technical innovation
- ★ Innovation Platform

Employer:

- ★ Seeking for a program to enhance productivity in public services

Opportunities for TNO

More total hours
(national level)

- facilitating participation of now unemployment
- new options to combine work/private tools
- good quality of working life helps to stop later

More productive
hours

- prevention of sickness leave
and health management

More production
per hour

- innovation of organisational structure/work flow
- redesign jobs and workplaces
- technical innovation, IT

example

Example



Old situation

New situation



Results productivity

	Old situation	New situation	%
Through put time batch (60 products)	2 hours 35 min (2p)	1 hour 12 min (3p)	- 46%
Time per person per product	5.2 min	3.6 min	- 31%
Products per person per day*	93.3	134.7	+ 44%
Room on the floor	80.5 m ² (4p)	45 m ² (3p)	- 45%
Room per person	20.1 m ²	15 m ²	- 25%
Products per person per day per m ²	4.6	9	+ 96%

* 8 hours 5 min. (breaks not included)

Conclusions

- 1. In the Dutch 'Poldermodel' economic growth can be realized without growth of productivity or innovation**
- 2. The actual debate here offers opportunities to implement a broad concept of productivity**
- 3. A coordinating, facilitating and stimulating government is missing**
- 4. It's easy to agree upon 'smart work'. We have to show that: *we know how to!***