



ACTIVE AGING IN THE NETHERLANDS

IMPLEMENTATION OF THE AGREEMENT



- Policy Agenda 2020 'Investing in Participation and Employability' was agreed in 2011 with employers' organisations and trade unions in reaction on the pension agreement on raising retirement age.
- In 2016 AAIA was an extra incent to work active aging on the national level and in sectors and companies.
- We see improvement in the labour market position and increase in the employment rate of older workers.

year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Net employment rate 55-65 years	55.2%	57.6%	59.2%	59.9%	61.7%	63.5%	65.7%	67.7%	69.7%	71.0%
Average retirement age of employees	63.1	63.4	63.7	63.8	64.2	64.4	64.6	64.8	65.0	65.6
<i>Source: CBS Statline</i>										

URGENCY OF THE SUBJECT



- Still urgent, although number of agreements decline (due to crisis less collective labour agreements).
- We expect the coming years more agreements.
- Also companies and sectors are busy with implementation.
- Measures for older workers and for workers at alle stages in life.
- Investing in sustainable employability during the economic crisis caused by COVID-19.
- Coming period we need measures for young people, because the crisis has impacted them especially.

year	2021	2020	2019
No. of agreements	126	169	291
No. of employees	702.000	896.000	2.591.000
Share of all agreements	65%	57%	73%
Share of employees	43%	51%	82%
<i>Source: AWWN</i>			

THE DUTCH WAY



On the national level stimulating and facilitating. Agreements and measures by social partners at sectoral or company-level. Fit to what is needed in a specific sector or company.

Examples:

- ✓ Early retirement for workers with demanding jobs
- ✓ Regional mobility teams, to make transition from one job to another job
- ✓ Life-long development, specifically helping SMEs
- ✓ Learning ambassadors
- ✓ Sustainable employability during crisis COVID-19
- ✓ Funding for sectoral measures on active aging for workers of all ages.
- ✓ Generationpact: 80-90-100-agreement

CONCLUSIONS



Active aging is urgent

Do not forget young workers

Government can stimulate/facilitate, measures are taken at the level of sectors/companies