ACTIVE AGING IN THE NETHERLANDS
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.

### IMPLEMENTATION OF THE AGREEMENT

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<tbody>
<tr>
<td>Net employment rate 55-65 years</td>
<td>55.2%</td>
<td>57.6%</td>
<td>59.2%</td>
<td>59.9%</td>
<td>61.7%</td>
<td>63.5%</td>
<td>65.7%</td>
<td>67.7%</td>
<td>69.7%</td>
<td>71.0%</td>
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<tr>
<td>Average retirement age of employees</td>
<td>63.1</td>
<td>63.4</td>
<td>63.7</td>
<td>63.8</td>
<td>64.2</td>
<td>64.4</td>
<td>64.6</td>
<td>64.8</td>
<td>65.0</td>
<td>65.6</td>
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*Source: CBS Statline*
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 all 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.

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<tr>
<th>year</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
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<tbody>
<tr>
<td>No. of agreements</td>
<td>126</td>
<td>169</td>
<td>291</td>
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<td>No. of employees</td>
<td>702,000</td>
<td>896,000</td>
<td>2,591,000</td>
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<tr>
<td>Share of all agreements</td>
<td>65%</td>
<td>57%</td>
<td>73%</td>
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<tr>
<td>Share of employees</td>
<td>43%</td>
<td>51%</td>
<td>82%</td>
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Source: AWVN
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

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