

Mario van Mierlo
(VNONCW-MKB)

The Netherlands

Trends

- From sparing to foreseeing;
from curative to preventive
- Decrease in heavy work
due to automation/digitization
- From health to LLL
- From taking care of to facilitating
your own control



Ontzien



Voorzien



Verzien

Older workers
Early retirement
Age days
**No shifts/
consignment in
old age**

All workers
Investing in:
Health
Ability
Motivation
**Mobility (labour market
value)**

Government resources (1)

- Smart subsidy for SMEs (2020-2021, learning culture)
- NOW (including free advice career coaches, a lot of interest, exploited)
- NL learns
- Step budget (3/1/2022)
- Regional learning-work desks
- Health & Safety towards 2040

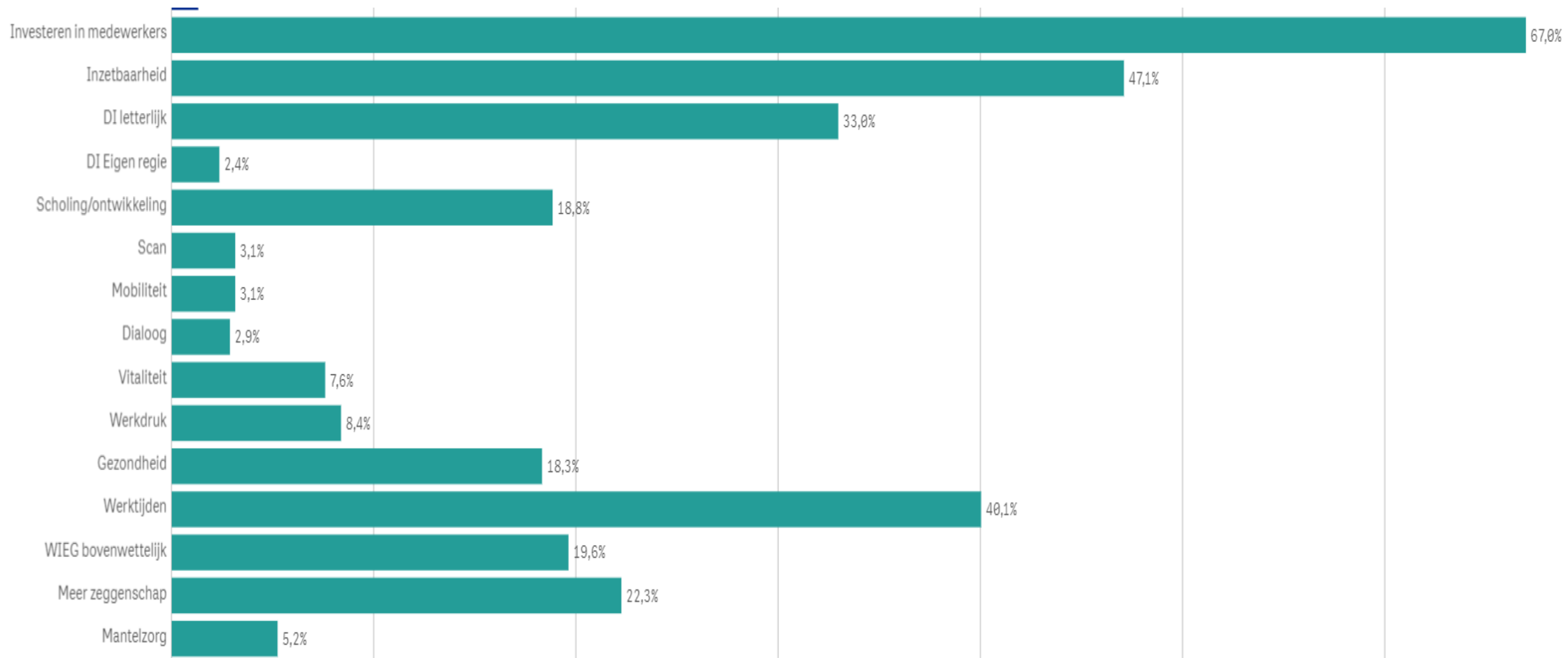
Government resources (2)

- Measure Sustainable Employability & Early Retirement arising from pension agreement
- Temporary subsidy scheme for sectors
- Duration 2021 - 2025
- Purpose
- DI: Keep workers employable until their retirement age
- (Early retirement): offering older employees with heavy occupations opportunity to stop working earlier
- Budget 960 million (minimum application € 125.000 of which max.75% early retirement minimum 25% DI) based on sector analysis (€ 20.000 - flat rate)

Use MDIEU(sustainable employment)

- Sector analyses 1st period (spring 2021): 70 of which 14 applications for MDIEU subsidy
- Sector analyses 2nd period (September 2021): 24 (implementation is now underway)
- Expected application MDIEU Q1 2022: still 36 of 1st period sector analysis, 12 of 2nd period sector analyses

Companies: active DI policy



Top 5 DI Themes

Out of 36 business projects SPDI (social Partners for Sustainable Employability), the top 5 of substantive advice is:

- Physical strain
- LLL
- ATM
- Dialogue
- Industrial relations
- The other opinions are too differentiated to categorize

Companies: increase in PDB (personal development budget)

Between 2013 and 2018, the money for sustainable employability in the form of a personal budget is:

- Doubled in financial terms: from 750 million to 1.6 billion
- Doubled in number of mw-ers: from 1 million to 2.3
- Yet 64% of employers are dissatisfied with the underspending and see too little control

To conclude

Self-management is behavioural change and requires developable competencies