



Ministerie van Sociale Zaken en
Werkgelegenheid

Working better & longer; sustainable employability in The Netherlands

Seminar social policy in the time of ageing

October 30th 2013 Warsaw

Annemiek Wortman, department of Social Affairs &
Employment, awortman@minszw.nl

duurzame inzetbaarheid

Content

Dutch focus active ageing: labourmarket

1. Ageing labour force in The Netherlands

2. Institutional change & policy

3. Sustainable employability

Dutch focus active ageing

- **Employment goals in the light of an ageing population:**
 - Ensuring more people work better & longer**
 - Prevention of unemployment and illness**
 - Retaining and improving productivity levels**

- **Dutch focus active ageing**

Not about older workers!



1. Ageing labour force

Ageing & shrinking labour force:

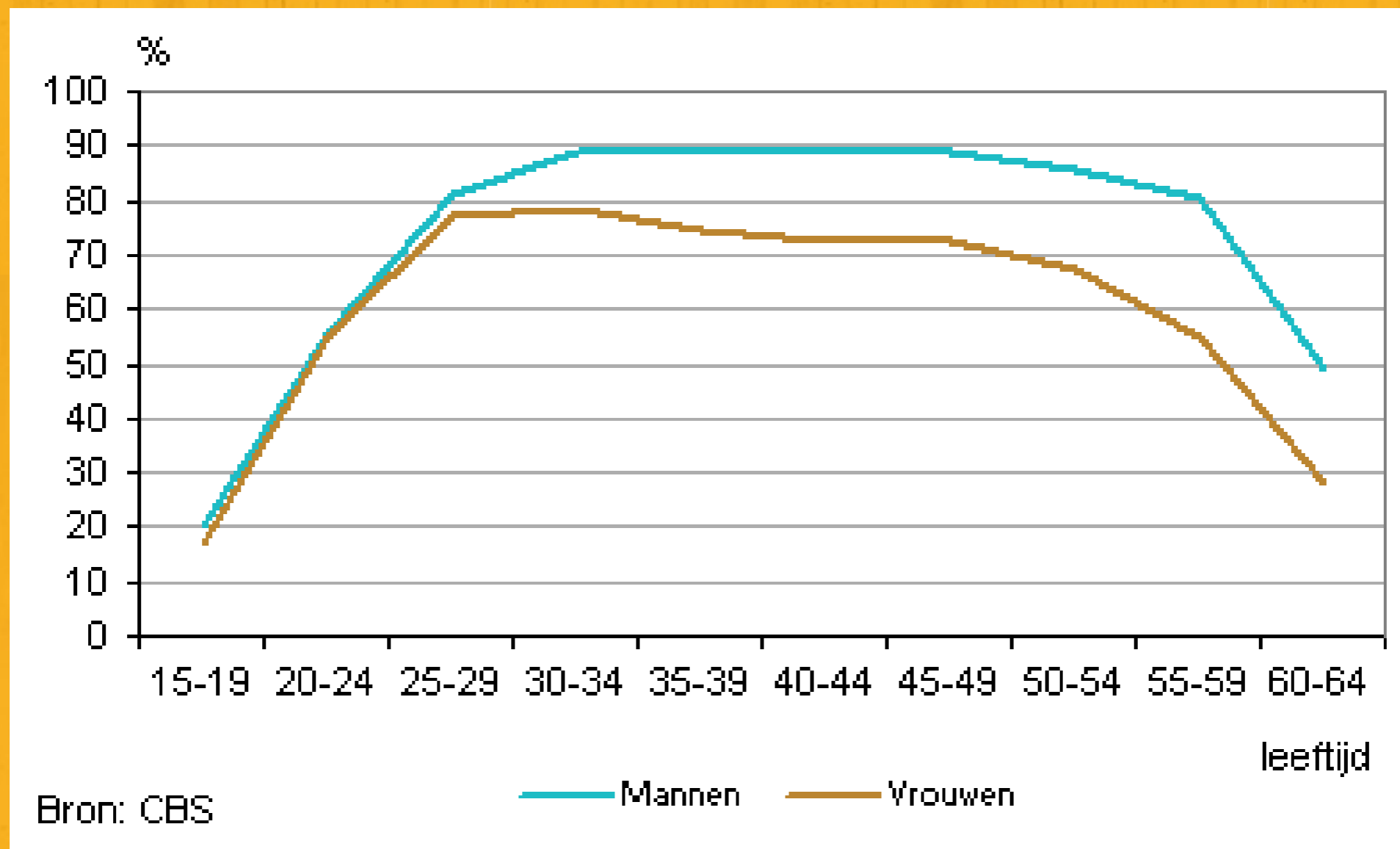
Compared to today, in 2040:

+ 2.000.000 65+

-/- 800.000 labour force

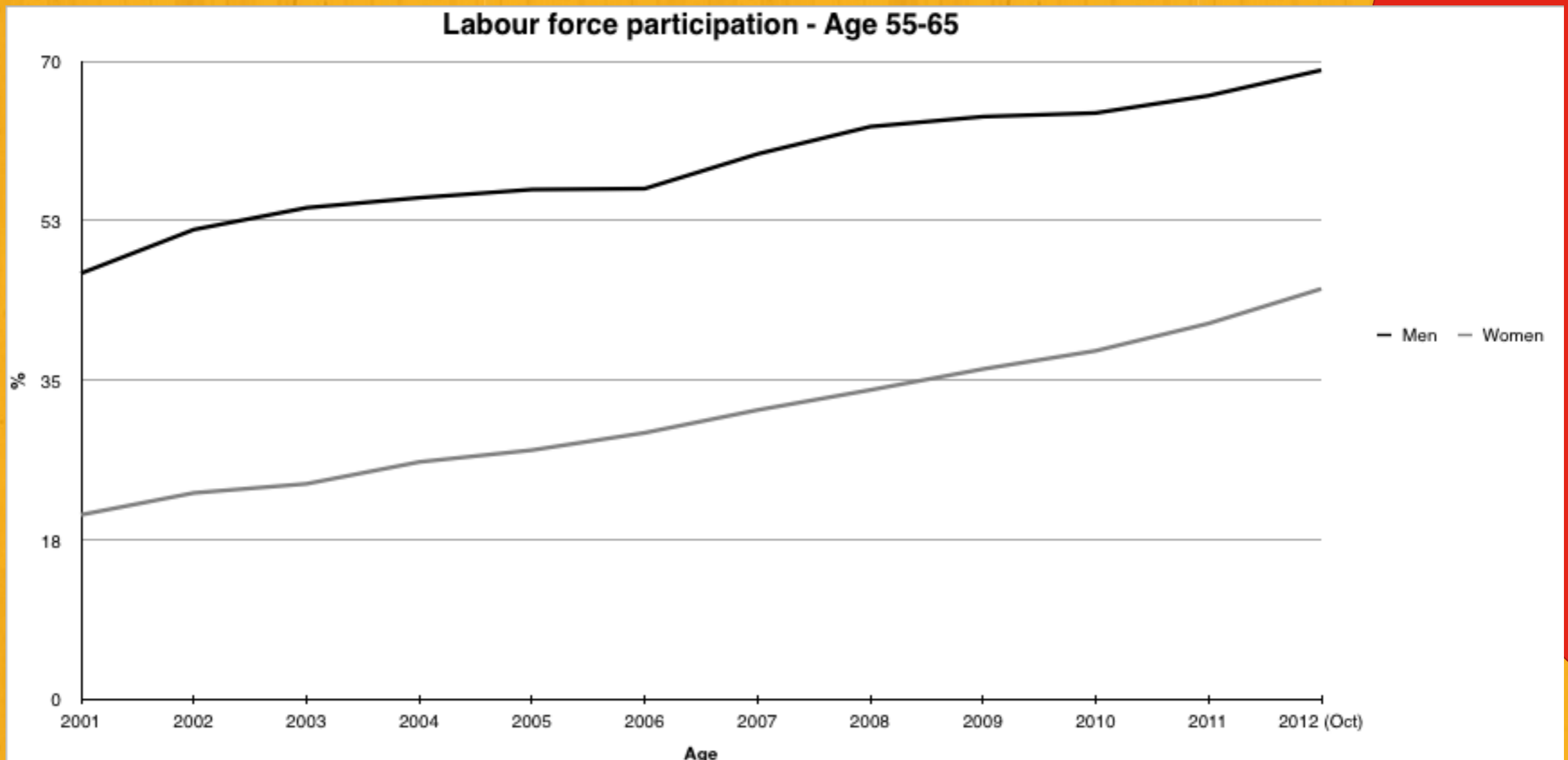
1. Ageing labour force

Labour force participation 2013



1. Ageing labour force

Labour force participation 55 - 65



2. Institutional reform & policy

1. Sickiness and disability

2. Pensions

3. Unemployment

2. Institutional reform & policy

Sickness & disability

2002: employers responsible sick employees

2004: statutory duty to pay during 2 years

2006: disability pension reform

2. Institutional reform & policy

Pension reforms

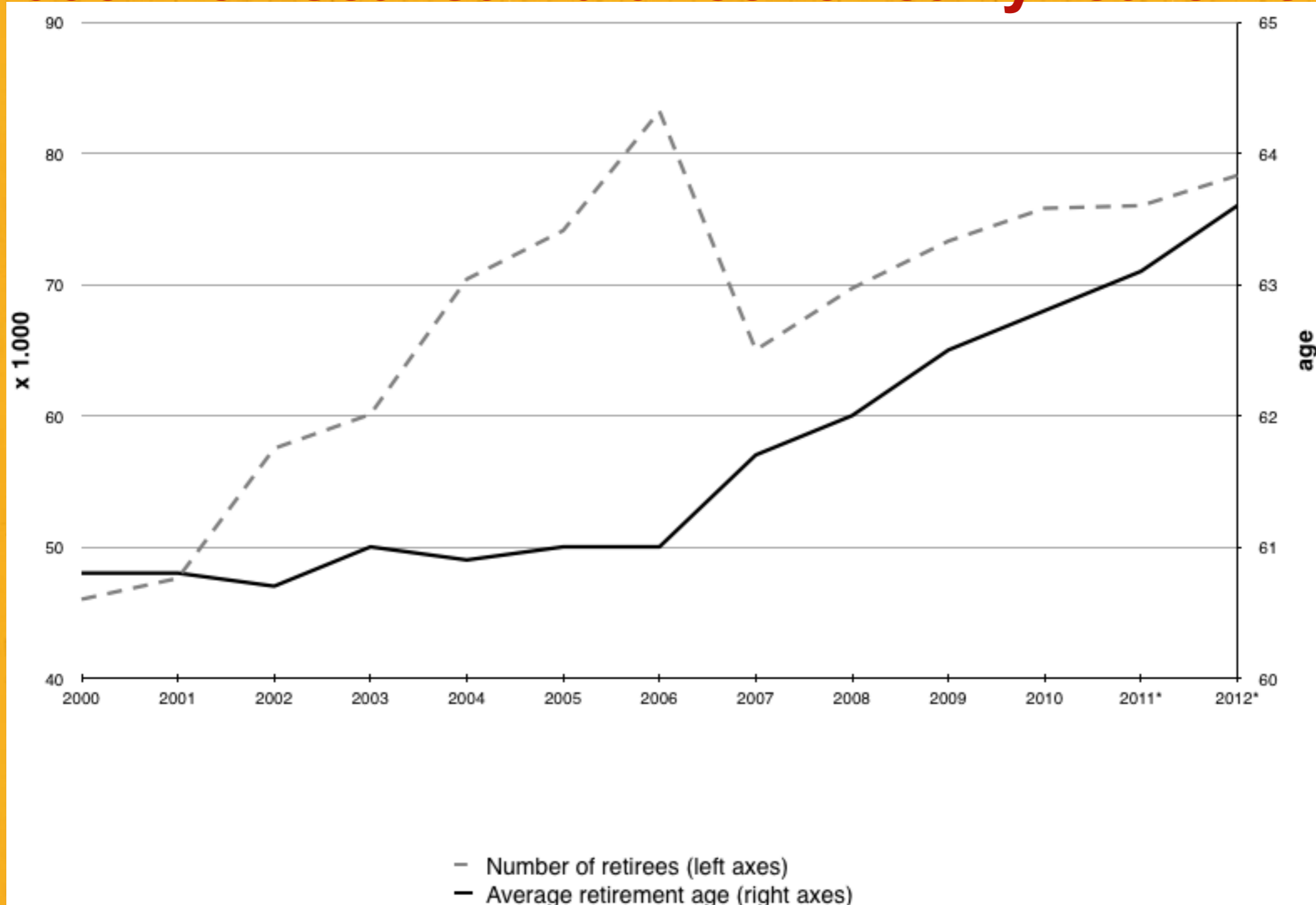
2006: no fiscal stimulance for early retirement

2009 - 2013:

gradually raise retirement age for state pension to 67 in 2023

2. Institutional reform & policy

2006: no fiscal stimulance for early retirement



2. Institutional reform & policy

Unemployment

2016:

**reducing unemployment
benefit from 36 to 24 months**

**special "bridge" benefit for
unemployed age 60+ until 2020**

2. Institutional reform & policy

Policy

Health & safety

Training

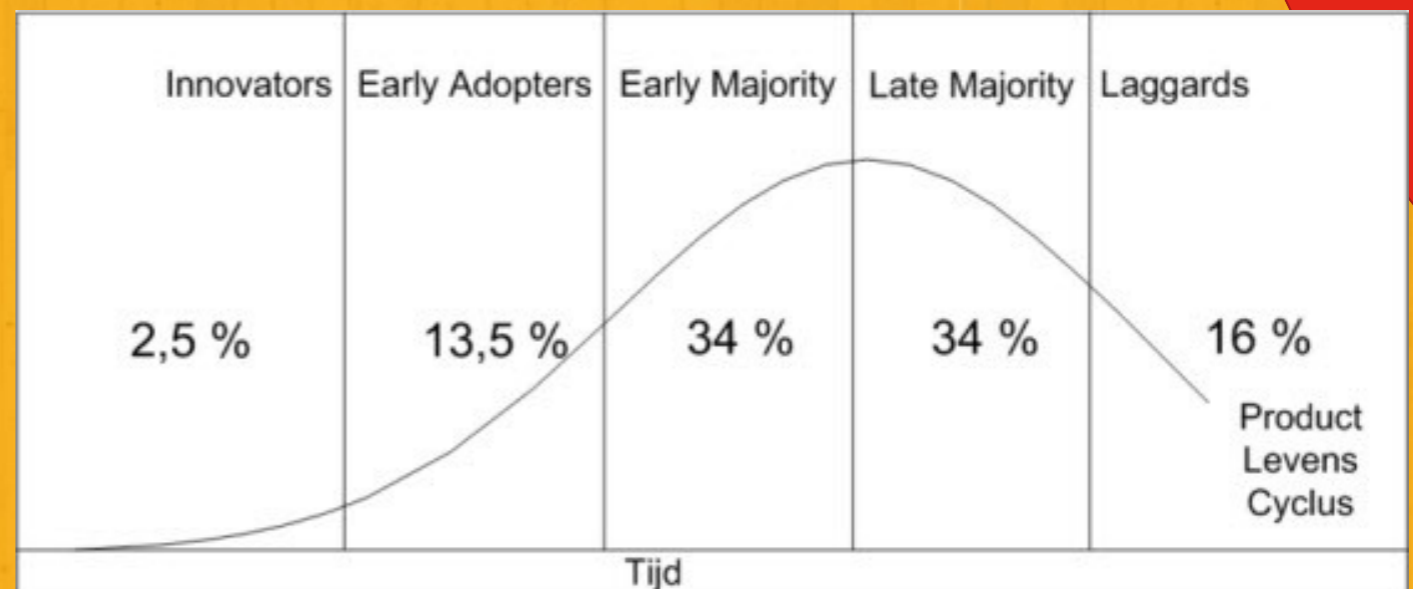
Labour market mobility



3. Sustainable employability

Aiming at a culture shift

- Start a real dialogue between employers and employees
- To take the right measures on time
- To keep on working happily, healthy and productively



3. Sustainable employability

Communication:
Campaign
Scientific & practical
knowlegde



Thank you!



www.duurzameinzetbaarheid.nl