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Layout & Distribution: Pascal Clerc & Valéria Kozakova

Ageing Workforce in the Netherlands

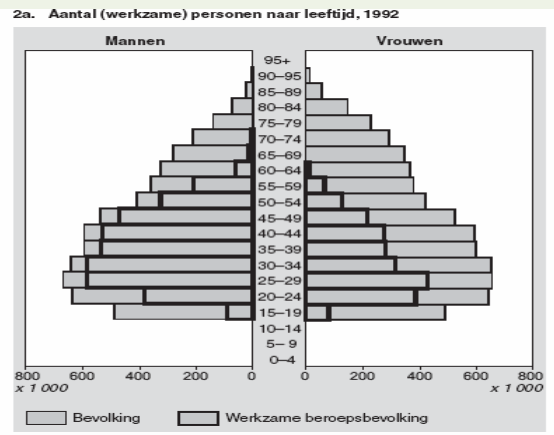
Bert Lokhorst

Some basic facts about the ageing (50-plus) workforce

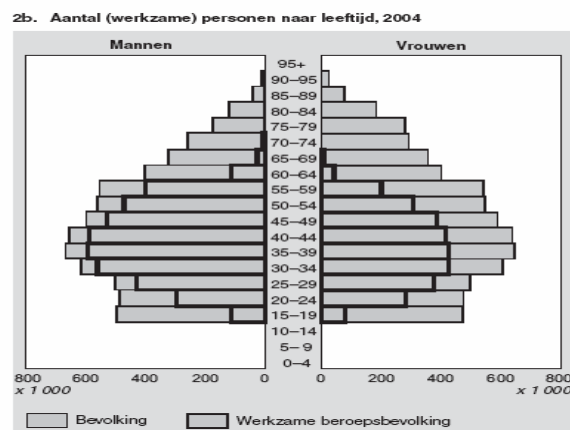
	1992	2004
Number of 50-plus workers	800.000	1.600000
Percentage in total workforce	14 %	20%
Share of female workers	1/4	1/3

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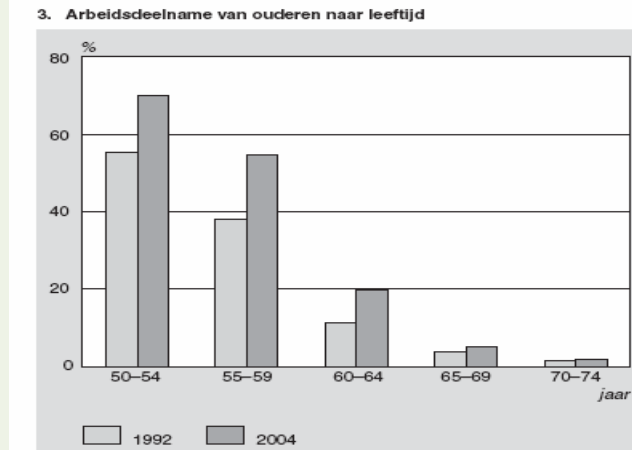
Population and workforce by age groups 1992



Population and workforce by age groups 2004

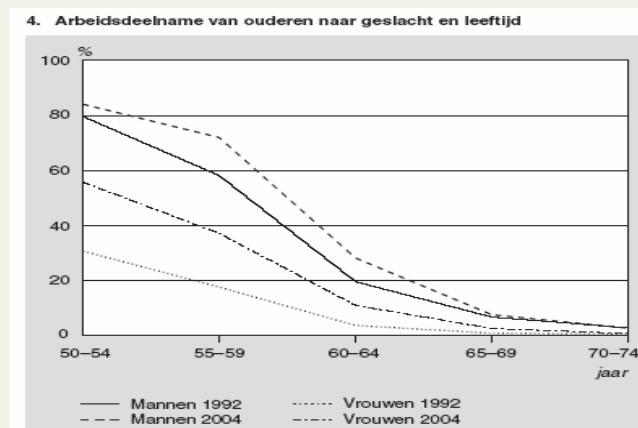


Participation rates 50-plus workers 1992 and 2004



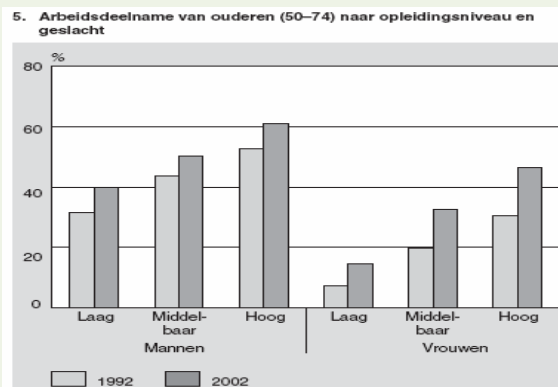
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Male and female participation rates 1992 and 2004



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Participation rates of 50-plus workers and level of education 1992 and 2004



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Other characteristics of older workers

- less in physically demanding jobs, concentrated in government and public services, education, agriculture
- relatively more self employed
- more in flexible, part time jobs (55-plus)
- work as fourth pillar

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Government policies

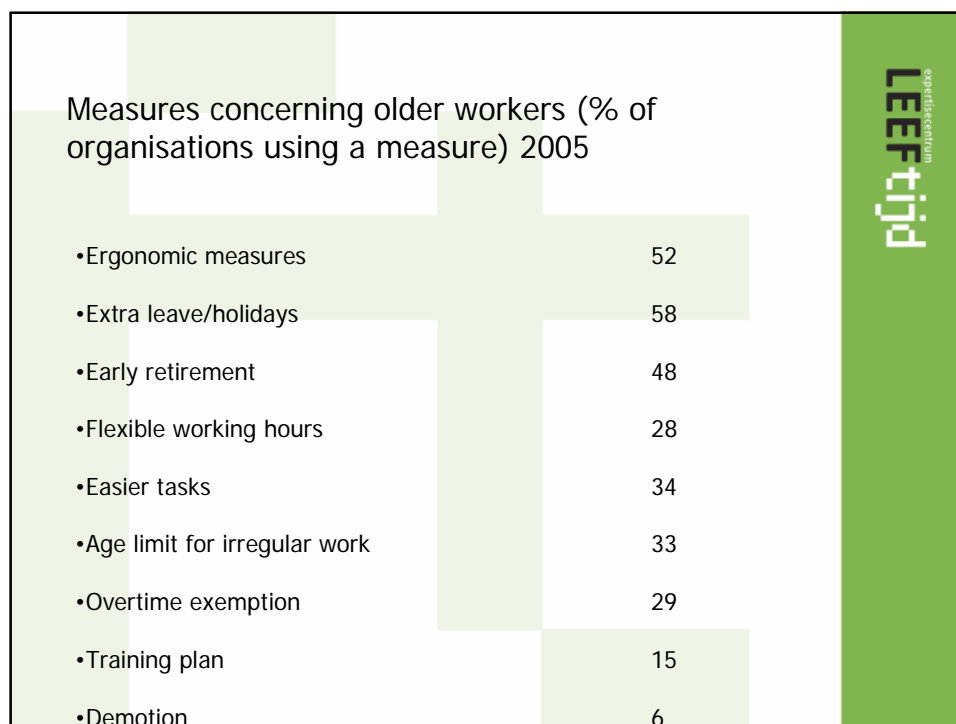
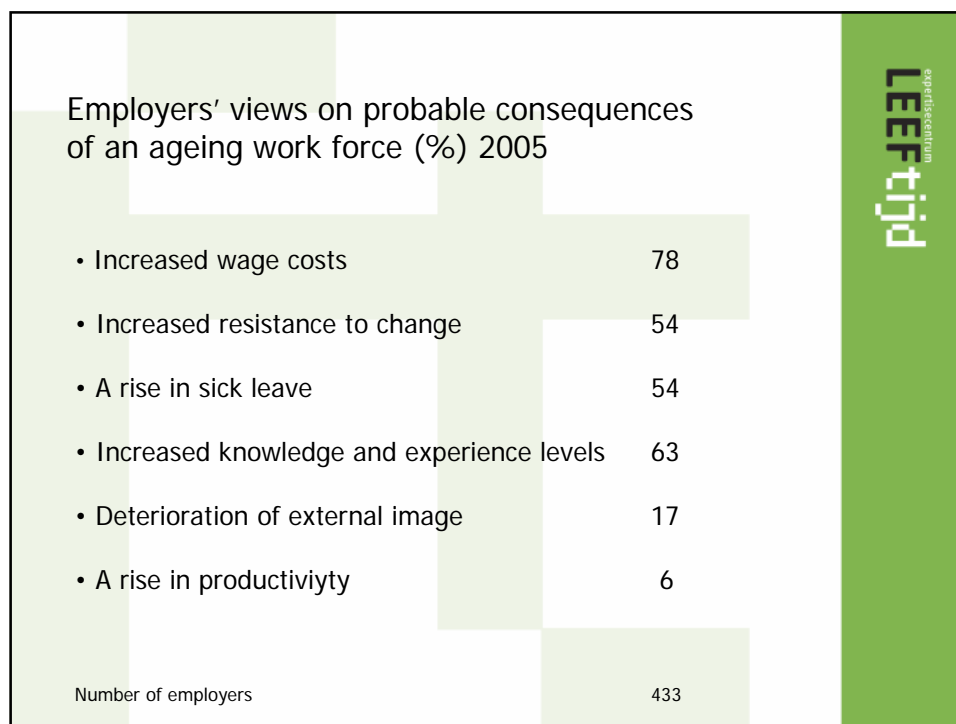
- curtailing the disability pathway to ER (continuing process since 1992, fundamental changes per 1-1-2006)
- curtailing the unemployment pathway to ER (starting in 1995, more fundamental changes by present government)
- active demand side employment policy in the nineties: job subsidies, training subsidies, job expansion in education and healthcare
- measures to change employers perceptions on older workers and law on the equal treatment on the ground of age at work

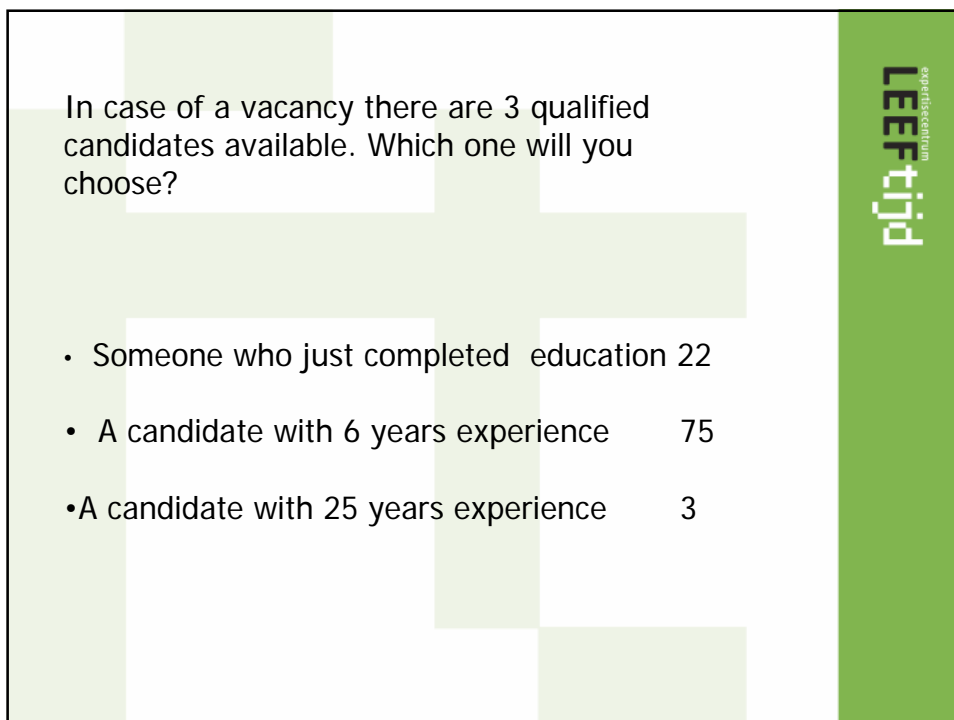
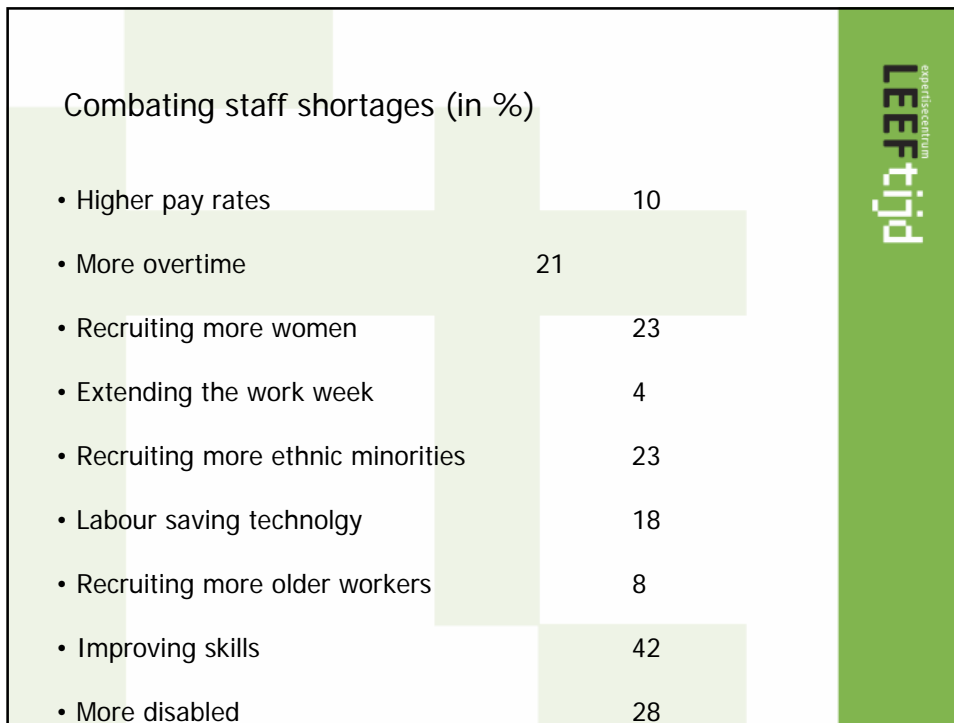
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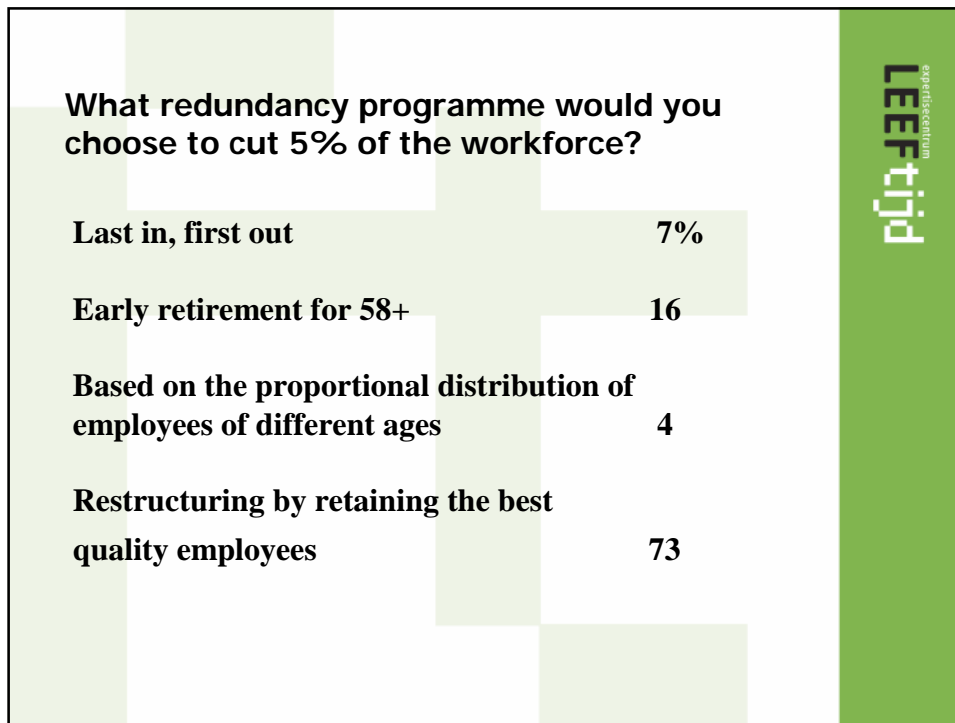
Consensus policies of government and social partners

- multi-party agreements on health and safety at work, but no specific focus on older workers
- facilitating part-time work and flexible contracts
- transforming early retirement systems: from inflexible paygo-systems to flexible capital funded systems (nineties)
- phasing out early retirement systems (10 years), upgrading of old age (65-plus) pensions
- introduction of life course savings programme

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Agenda for social partners

- Make active ageing policies a topic in collective bargaining and develop good company practices and practices of intersectoral mobility f.e. focus on preventive health policies
- Focus on low skilled workers in physical demanding jobs, ergo-plus measures, on the job training and timely job change (skill assessment and upgrading of qualifications)
- Combat age barriers in recruitment policies
- And review positive discrimination in col. labour agreements
- facilitate part time retirement and facilitate the development of the fourth pillar: review mandatory retirement age

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