



FNV'S DIFFERENT GENERATION EXCHANGE PLANS

UNI EUROPA WORKING TIME CONFERENCE - VIENNA, 10 AND 11
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BACKGROUND LABOUR MARKET

- Financial and economical crisis 2008
- Youth unemployment up to 25% in 2012
- Demographic situation/ageing workforce
- Increase of retirement age 65 → 67 in 2012



New policy to find pragmatic and viable solutions:

- Redistribution of employment to create opportunities for create decent jobs and/or recruitment of youngsters.
- Sustainable employment opportunities; solution for irregular working hours and strenghtening circumstances
- More balanced demographical workforce
- Transfer of knowledge between generations

GENERATION PACT

“PACT BETWEEN GENERATIONS”



Generation Pact =

different forms of shorter working time elder workers

+

re-occupation by young workers

MOST COMMON GENERATION PACT

Generationpact:

- Workers from age 57+ are allowed to work voluntarily 80% with 90% payment and 100% pension accrual
- Re-staffing in decent jobs is obligatore (by youngsters).



OTHER POSSIBILITY'S REDUCING WORKING TIME BEFORE RETIREMENT

- Shortening working time as such
- Reducing working time as part of pre-pension system



ACTUAL FIGURES: REDUCTION OF WORKING TIME & GENERATION-PACT



Sectoral and company agreements	Reduction of working time (any form) agreements	Generation-pacts (including re-occupation)
Public sector	16	10
Private sector	52	12
- Services (part of private sector) (bank, insurances, accountancy etc.)	- 9-	- 2-

INSPIRATION IN PRACTICE: GENERATION PACT WETTERSKIP FRYSLAN

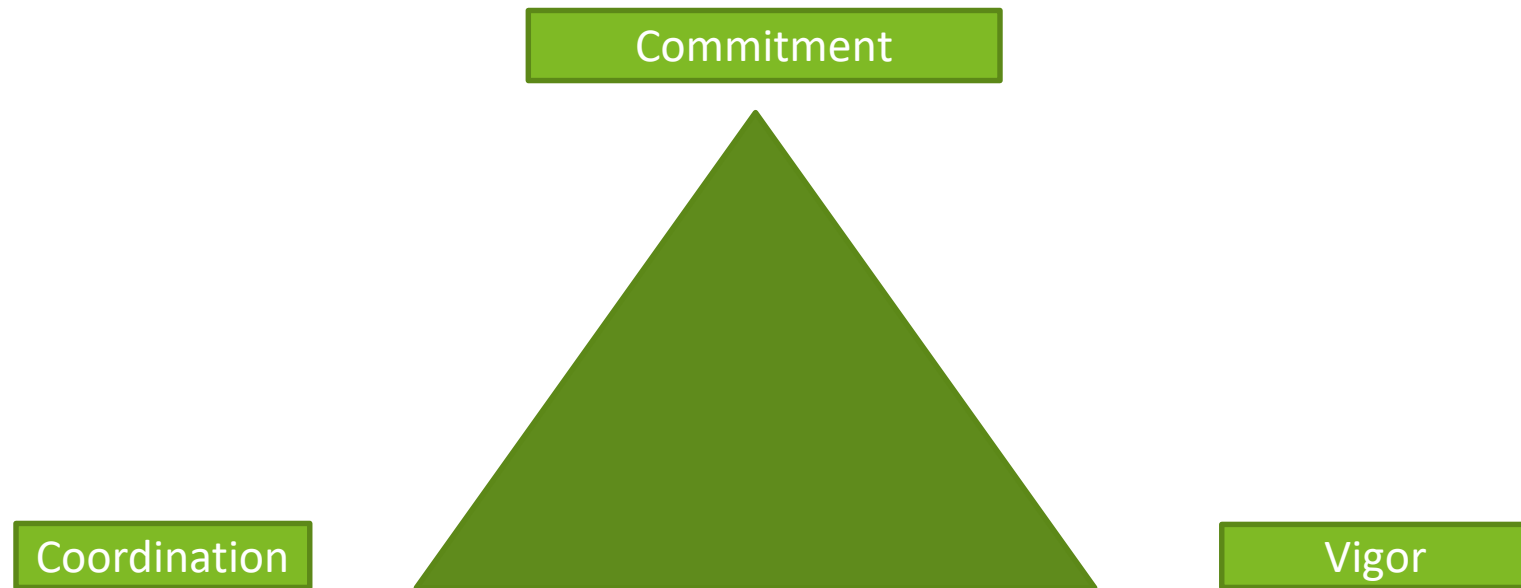
- Wetterskip Fryslan, 600 employees;
- Start since summer 2017, duration 2 years (for the time being)
- 100 workers aged $60 \geq$ can apply voluntarily for:
 - 80 % working time, 90 % pay, 100 % pension accrual; or
 - 60% - 80% - 100%; or
 - 50% - 75% – 100%.
- 60 workers from different income levels applied; 19 fte employment opportunities for younger workers



INSPIRATION IN PRACTICE: GENERATION PACT CITY OF THE HAGUE

- City of The Hague (> 7000 workers) Local government
- 60% working time -80% pay -100 pension actual
- Untill 21-12-2017: > 500 workers applied and 100 new decent jobs
- Positive (side) effect:
 - Flow through the organisation (mobility)
 - More junior/medium positions (youngsters)
 - Reduction of salary costs (0,4 fte reduction, reduction of costs 0,17 fte, caused by lower payment of youngsters)

SUCCESS-FACTORS IMPLEMENTING GENERATION PACT



Sustainable working times for elderly, but:

- Youth un-employment is reducing, Problems restaffing, shortage employees
- Be aware of extra workload for colleagues
- Take care for workers in less paid jobs!
- Generation Pact as a tool for reorganisation.
- **Positive: workers are really interested in possibilities for working time reduction and creating decent jobs**

Generation pact is contributing to one of the issues of the FNV Congres 2017:

“The next 4 years we will try to realise working time reduction including a full replacement of vacancy and full payment.”



THANK YOU



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THANK YOU!



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