

# Ageing workers in Belgium (Flanders)



# Figures: Flemish labourmarket



- Total population active in the labourmarket (15y-64y) = 74.6% (2019) 78% male, 70,8%femal
- +55j active in the LM: 51% (2018)
  - 55 - 59y: 66,4%
  - 60 - 64y: 24,3%
- Average age leaving the LM: 60,3 years
- +55 re-entring the labourmarket after unemployed/2,5%!!!!
- Stock +55y in the LM: average 18%

# pension and end of career



- In 2015 decision that age of pension will gradually rise from 65y to 67 by 2030
- There was a system of pre-pension till 2015 from 58y old
- Now sytem of pre-pension but you need to stay active for the labourmarket.
- From 2020 SWT possible from 60y old and dies out by 2025 (only for companies in reorganisation)
- Timecredits:
- From 2019 (trough TU action) from 55y 80% of labour, from 57y 50%of labour, with full time pension an social rights and socail insurance, +60 unwritten rule that PES will not activate workers above 60y (till today)
- Timecredits also exist for paleantive care, disabbeld children or care of childeren minius 8y. (Max 2y)
- + 60y old in case of degresive unemployment social insurance rule is not applicable
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- Age Pyramide (2012)

- Social balance of the company +20w (obligatory to include age pyramide) = part of financial status
- In case of reorganisation of enterprise, proportional dismissal of all ages, not only aged workers.
- CA 82: in case of dismissal after 20y of experience in the same company, the company has to support 'outplacement' (organisations who support dismissed workers to a new job)
- 0,10% of profit of company has to be invested in measures on targetgroups, or to be paid to a fund

## CA 104: employmentplan +45



Plan to seek systems on company level to keep aged workers on board:

All company with = +20w has to develop an employmentplan +45

Every two years an evaluation

- TU vision: plan has to include al workers not only measures for aged workers
- Workers need to work longer to keep social security in balance
- Age is not the problem, the quality of work is the problem

# CA 104: employmentplan +45



## Action areas

- Extra employment of aged workers (see next slide)
- Development of competences and qualification of workers.
- Special roles for ageing workers
- Career development within the company
- Mutation and adjusted work throughout the career
- Adjusted timetables
- Physical adjustments of tools and work situations
- ....

# Flemish gouvernement



## Targetgroup reduction for ageing workers

- An employer gets a quaterly reduction of 600 euro on the social security payment for employees +55 – 60
- An employer gets a quaterly reduction of 1500 euro on the social security payment for +60y employees
- If the employers hires a +55y unemployed worker he is free of payment for the first 8 quaters. (2 years) after this two years he gets the above mentioned reduction.

## Focus op Talent:

- TU and Employers organisations have subsidised projects to develop actions for target groups: +55y – migrant workers and disabled workers. For ACV: We have 9 diversityworkers who develop trough social dialogue action within enterprises.

# Social Economic council of Flanders (SERV)



Workability Monitor: Every three years, the SERV monitors the workability for Flemish enterprises and sectors. Divided in age groups:

Bases on 4 indicators:

1. Stress (psychical tireness)
2. Motivation on the workflow
3. Development of competences
4. Home-work balance





Thanks for listening  
Questions?

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