

# Ageing at work: The Netherlands

## OSH policies

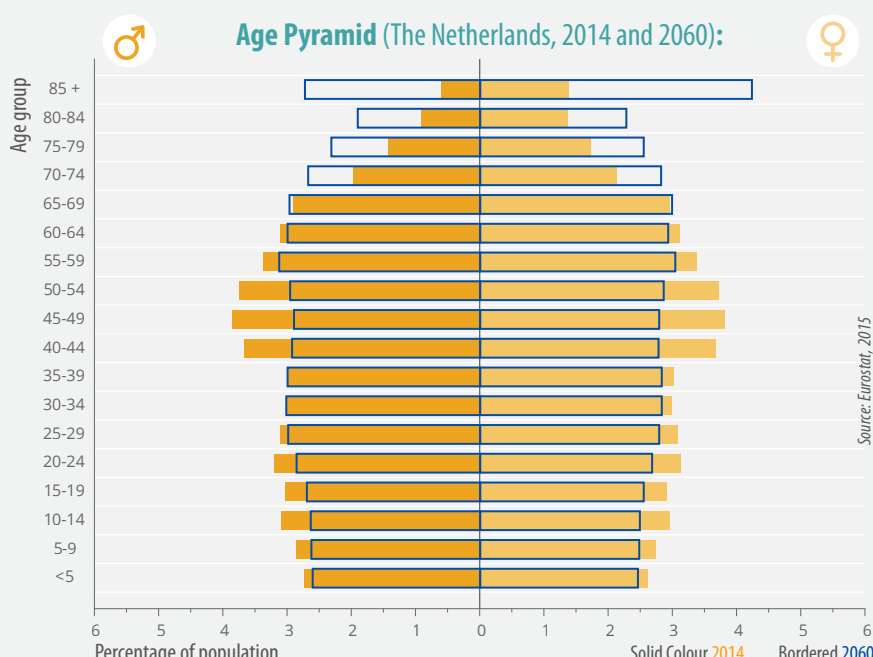
## Population ageing

- The average age in the Netherlands has been ageing since the 1960s, and this is expected to continue until 2040



**Median age:**  
**42.2 years** (2015)  
(EU 28: 42.2)

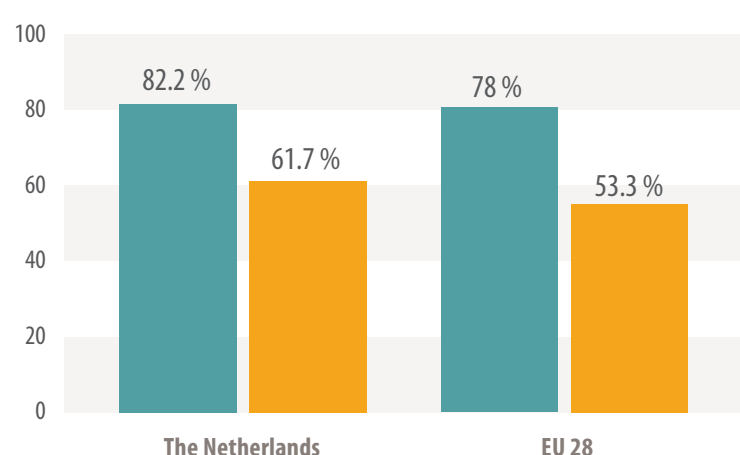
Source: Eurostat, 2015



## Labour market participation

**Employment rates by age group (2015)**

25-54 years 55-64 years



## Health

**Life expectancy at age 65 (2014)**

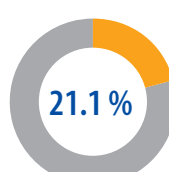
♀ **21.4** (EU 28: 21.6)  
♂ **18.6** (EU 28: 18.2)

Source: Eurostat, 2014

**Healthy life years at age 65 (2014)**

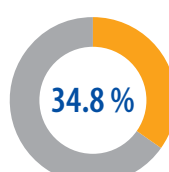
♀ **10.2** (EU 28: 8.6)  
♂ **10.7** (EU 28: 8.6)

Source: Eurostat, 2014



of people aged 50-69 stopped working for health or disability reasons.

Source: Eurostat, 2014



Proportion of employed people reporting a long-standing illness or health problem (55-64)

(Eurostat, European Statistics of Income and Living Conditions, 2014)

## Working conditions, ageing, and health



**Workers who think their health is affected by work negatively (50+)**

The Netherlands: 22.96 %  
EU: 26.87 %

(European Working Conditions Survey 2015)



**Workers who think they will not be able to do the same job at 60**

The Netherlands: 14.26 %  
EU: 21.69 %

(European Working Conditions Survey 2015)



**Share of persons who think that age discrimination is widespread**

The Netherlands: 42 %  
EU: 45 %

(Eurobarometer 393, 2012)



**Enterprises having a procedure for return to work**

The Netherlands: 93.59 %  
EU: 68.42 %

(European Survey of Enterprises on New and Emerging Risks (ESENER) 2014)



**Share of establishments in which H&S are discussed regularly between workers and the management**

The Netherlands: 58.8 %  
EU: 59.32 %

(European Survey of Enterprises on New and Emerging Risks, 2014)

## OSH and related policies addressing the challenges associated with an ageing workforce

- National programme 'Prevention 2014-2016: Everything is Health' (EiH), Government, 2014

Specific emphasis on reducing health inequalities. One aim is to stimulate sustainable employability by promoting active health management and knowledge sharing in organisations.

- Initiative on Sustainable Employability (Duurzame Inzetbaarheid), Ministry of Social Affairs and Employment, 2012

Intended to raise awareness and encourage and support organisations that want to implement measures to keep employees working longer and in a better working environment.

<https://osha.europa.eu>