

Cohesive employability policy

The Dutch experience

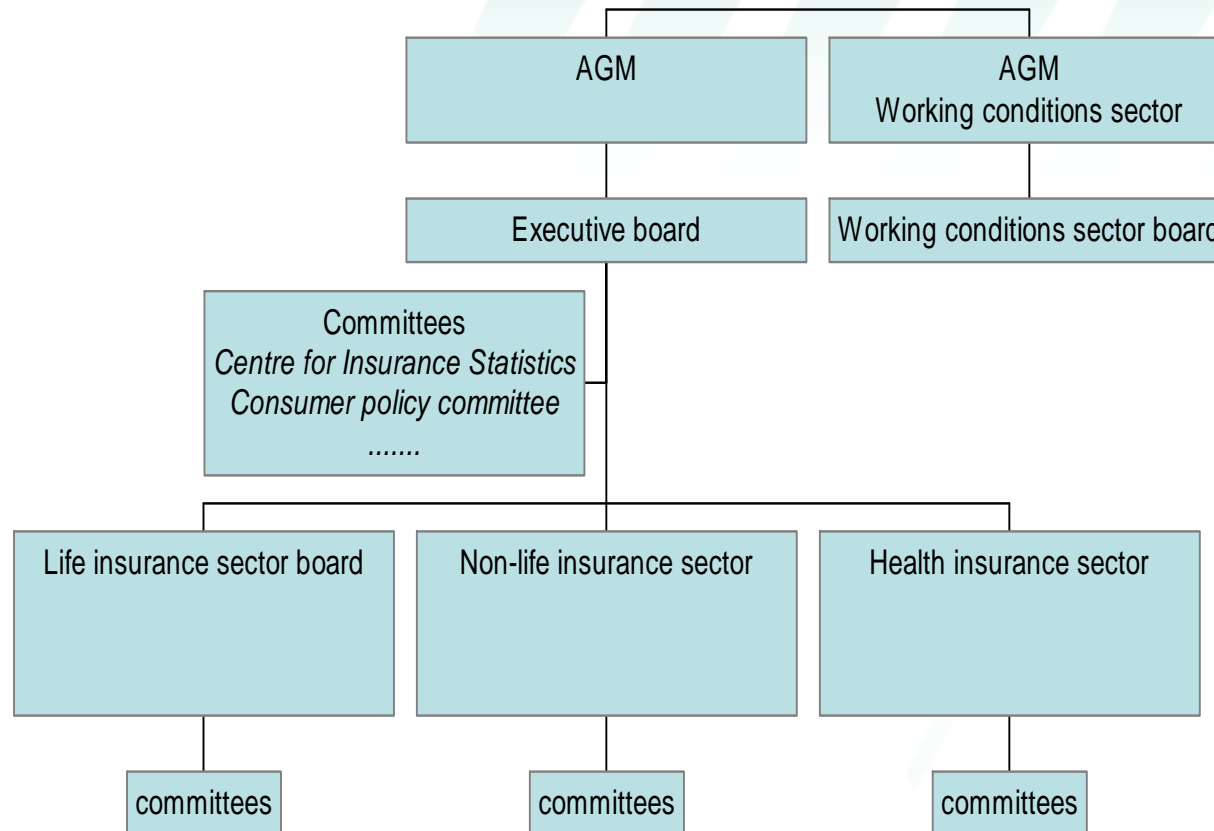
René A.C. Blijlevens
senior advisor

VERBOND VAN VERZEKERAARS





Dutch Association of Insurers





Labour force

Number of employees of insurance companies at year end

	2004	2005	2006	
<i>aantal</i>				<i>number</i>
22 230	22 090	21 630	Collective labour agreement of insurers	
20 520	20 440	19 940	- office staff	
1 710	1 650	1 690	- field staff	
30 790	30 670	30 930	Collective labour agreement of companies	
53 010	52 770	52 560	Total	

Source: CVS



Number of insurers (2006)

Collective labour agreement (CLA) sector

Directly bound by membership	159 (19580 empl.)
Bound by legal extension	154 (2050 empl.)

Company CLA 5



Agreements on national level

- Wassenaar 1982
- Steering a New Course 1993
- Flexibility and security 1996
- Agenda 2002
- Central agreements 2003, 2006



Steering a new course 1993

- Changing economy
- Employability
- No 'job security', but 'work security'
- Occupational training
- 'Life long learning' is the future.



Why bother?

- Market and product developments
- Information technology
- Continuous change
- Greying society
- Labour market shortages



In search for solutions

- Need for highly mobile employees with a flexible attitude
- Mutual interest companies and employees
- Special attention to cohesive employability policy and development as part of the social policy within the Collective Labour Agreement for the insurance sector.
- Objective of the policy: optimal employability



Taskforce cohesive employability policy

- Protocol CLA insurance sector 2004 – 2007
- Taskforce: representatives from employers and employees.
- Research: inventory 'good practices' in the sector: conclusion many initiatives, but overall too less awareness
- Target: policy-proposals flexible solutions
 - Employability and training
 - Flexibilisation of working hours
 - Combining work and care
 - Review system of bonuses and hourly wage calculation
- The taskforce's work has been extended for the term of the 2007-2009 Collective Labour Agreement



Taskforce

- Creating a common opinion and ‘sense of urgency’: fundament for changes
- Communication plan
- Website (interactive)
- Workshops