

Part-time pension: interest and obstacles on the work floor

“Employees reluctant to embrace part-time pensions due to lack of knowledge and role models”

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Part-time pensions allow employees to stop work gradually and could enable more people to work for longer. This study assessed the employee and employer perspectives. How do employees find out about part-time pensions and which obstacles do they perceive? And how do employers view and promote part-time pensions? Employees gain most of their information about part-time pensions from the internet and tend to lack role models and good advice. Employers are mostly positive about part-time pensions but do little to promote the use of such schemes.

Principal Findings

- Two-thirds of employees in the NIDI Pension Panel 2015–2018 (employees aged 60 years and over) were positive about part-time pensions, but only 11% made use of these.
- Employees think that part-time pensions are too expensive, the rules too complex and that they cannot make use of the option.
- Three-quarters of employers in the NIDI employers' survey 2019 were positive about the use of part-time pensions, but only one-quarter encourage part-time pensions within their organisation.
- Employers cite financial consequences as the biggest obstacle for employees. Unfamiliarity with such schemes is also a problem in their view, and many feel that part-time pensions are a private matter for employees.

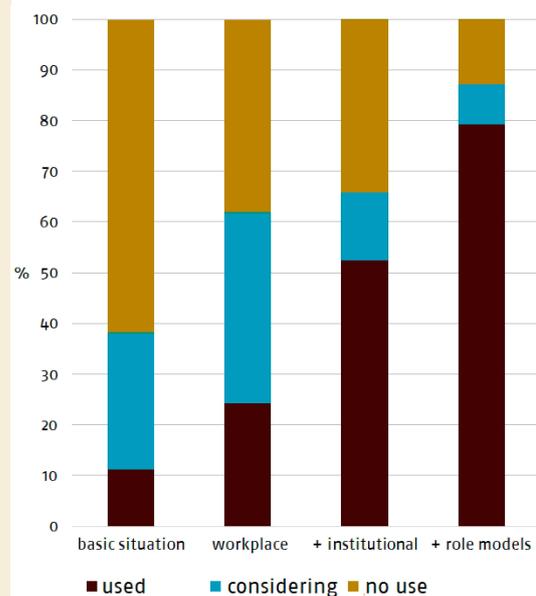


Figure: Use of and interest in part-time pension in three scenarios (removal of barriers in three domains)

Key Takeaways for the Industry

- Participation in part-time pensions can increase if barriers on the work floor are removed, employees receive more tailored advice, and the legislation is made more transparent.
- Employers and employees can remove barriers on the work floor by talking with each other about their expectations, ideas and concerns regarding part-time pensions.
- HRM departments can tackle employees' financial concerns by giving clear advice about reduced working hours and providing possibilities to experiment with part-time pensions.



Want to know more? Read the paper

'Deeltijdpensioen: belangstelling en belemmeringen op de werkvloer'(Dutch only)