

Reforming the Statutory Retirement Age

“Employers concerned about longer working lives; they prefer differentiation in retirement age”

Harry van Dalen, Kène Henkens en Jaap Oude Mulders – NIDI-NKAW

Now that people must continue working until they are older, employers are concerned about the ability of their employees to remain physically and mentally fit. This is particularly true for employers in construction and manufacturing, as cited in this 2017 study. These concerns help explain why only 21% of employers want to see the statutory retirement age rise in conjunction with life expectancy. Policy proposals for making the retirement age flexible or differentiating it for people in physically demanding jobs enjoy the approval of 78% of employers.

Findings in short

- Since policy measures have been instituted allowing people to remain working until higher age, employers have grown more concerned about their older employees.
- In 2017, respectively 42% and 33% of the surveyed employers are very or extremely worried about their (older) worker's ability to maintain physically and mentally up for the job.
- It would be better, according to employers, to lower the statutory retirement age for people in physically demanding professions.
- Employers are also in favor of making the legal retirement age more flexible.

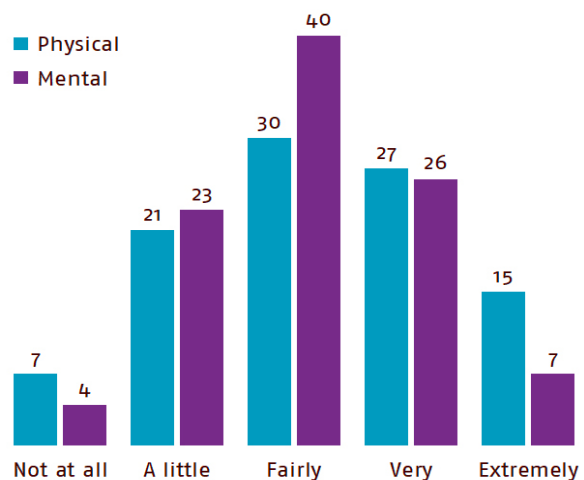


Figure: to what extent do employers worry about whether employees are keeping up physically and mentally?

Key message for the sector

- The resistance employers have to a uniform increase in the retirement age derives to a large extent from their concerns about the job proficiency of older workers.
- Many employers would seem to prefer greater differentiation in the path to retirement given that professions vary so greatly from one another.
- The Pension Agreement offers opportunities for allowing older workers in physically demanding jobs to stop working sooner.



Want to know more?

Read the paper [‘Reforming the statutory retirement age – policy preferences of employers’](#)