

Working people with an inadequate pension provision: Possible solutions for the blank and grey spots and pension accrual of the self-employed

“A more binding system with a pension obligation is possibly required”

C. Biesenbeek, K. de Boer, C. van Ewijk, J. van Ewijk, M. van Gooswilligen, H. Kappelle, E. Lutjens, M. Mertens, S. Muns, H. van der Schaft, A. van Soest

The pension agreement is a clear step towards a future-proof Dutch pension system. However, some problems remain, like eroding participation in second-pillar pension schemes. The self-employed usually fall outside of current schemes, and a substantial ‘blank spot’ of employees without active pension accrual exists. Concerns are also growing about schemes in certain sectors that offer an inadequate pension, the so-called ‘grey spot’. This report discusses the problem of inadequate pension accrual and explores possible solutions.

Principal Findings

- The grey spot of pension schemes with meagre pension accrual deserves just as much attention as the blank spot.
- In the short term, the size of the grey spot at pension funds and insurance companies should be further explored.
- The self-employed accrue very limited pension in the second pillar and few save in the third pillar.
- Within existing frameworks, better use can be made of legal options to monitor compliance with mandatory pension scheme participation.
- No clear societal norm exists for an adequate pension for employees and the self-employed.

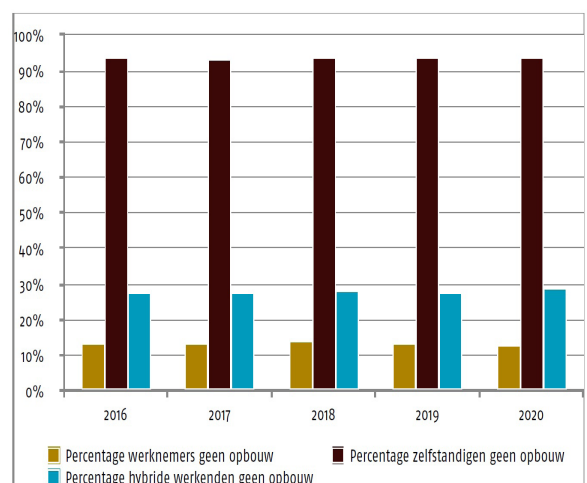


Figure: Percentage of workers without active pension accrual in the second pillar by employment form 2016–2020. Source: Biesenbeek, et al. (2022).

Key Takeaways for the Industry

- Finding a satisfactory solution to insufficient pension accrual of employees and the self-employed may require a more binding system with a pension obligation for employers and/or employees, possibly combined with automatic enrolment.



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‘Werkenden met tekortschietend pensioen: Oplossingsroutes voor de witte en grijze vlek en de pensioenopbouw van zelfstandigen’

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