

REPORTING ON THE IMPLEMENTATION OF THE EUROPEAN PILLAR OF SOCIAL RIGHTS: DESCRIPTION OF MAIN MEASURES AND THEIR ESTIMATED IMPACT

Pillar principle	List of main contributing measures	Estimated impact of the measures (qualitative and/or quantitative)
1. Education, training and life-long learning	1. STAP-budget 2. Future-oriented macro-efficiency policy in secondary vocational education and higher education 3. Internship Pact Vocational Education and Training (<i>Stagepact mbo</i>) 4. The Catalyst for Lifelong Learning	1. Approximately 200,000 - 300,000 citizens can use the STAP-budget to follow a training. 2. Improving the link between education and the labour market. 3. The Internship Pact Vocational Education and Training (VET) was signed by a broad group of youth organisations, VET schools, trade unions, teachers, employers and the government. It contains a total of 55 measures to ensure that all students will have an internship with excellent supervision and preconditions, including an appropriate compensation. Attention is also paid to equal treatment. The agreement is intended to run until 2027. 4. The government invests € 392 million in the coming 7 years in the joint programme ‘The Catalyst for Lifelong Learning’ of the public knowledge institutions (institutions for vocational education and both research universities and universities of applied science) who are working together with industry, private education organizations and other stakeholders in Quadruple Helix regional networks to develop lifelong learning (LL) solutions and new LL infrastructure (i.e. adoption of micro-credentials, skills passport) that can upskill and reskill the Dutch workforce to cope with scarcity and transitions on the labour market. Currently the programme is aimed at the skills demands in regard to the energy and raw materials transition for the forthcoming years.
2. Gender equality	1. Launch Diversity Portal 2. Paid parental leave	1. Companies that fall under the women’s quota need to report their targets and plans to increase gender diversity to the Social and Economic Council. 2. To help parents divide the care tasks more equally.
3. Equal opportunities	1. Amendment of the first article of our Constitution 2. Action Plan Labour Market Discrimination	1. “Disability” and “sexual orientation” have been added to the non-discrimination grounds of the first article of our Constitution. 2. The aim is to reach a larger ‘mass’ of employers and to get them taking effective action for equal opportunities and for diversity and

	<p>3. “For an inclusive Labour Market” work agenda</p> <p>4. National Coordinator against Discrimination and Racism (NCDR)</p>	<p>inclusion.</p> <p>3. This work agenda has been developed to improve the position of Dutch residents with a migration background in the labour market.</p> <p>4. To combat discrimination and racism effectively, the NCDR has launched a national programme that brings together social actors and the government.</p>
4. Active support to employment	<p>1. Regional Mobility Teams (RMT)</p> <p>2. STAP-budget</p> <p>3. Action Plan “Closer than you think” (<i>Dichterbij dan je denkt</i>)</p> <p>4. Reform labour market service</p>	<p>1. The RMTs are regional collaborations between UWV, social partners and municipalities and can offer additional support in finding (new) work, by giving the job seekers guidance, counselling, training or by offering them practical learning.</p> <p>2. approx. 200,000 - 300,000 citizens can use the STAP-budget to follow a training.</p> <p>3. The Action Plan introduces innovative methods for matching employers and the people (re)entering the labour market.</p> <p>4. This creates a structural regional collaboration for citizens and employers with a request for help in finding (new) work or employees.</p>
5. Secure and adaptable employment	<p>1. Implementation Directive transparent and predictable employment conditions</p> <p>2. Balanced Labour Market Act (<i>Wet Arbeidmarkt in Balans</i>)</p> <p>3. Legislative proposal “Work where you want” (<i>Werken waar je wilt</i>)</p>	<p>1. The aim is to improve working conditions by promoting more transparent and predictable employment.</p> <p>2. Since 2020, employers must call on-call workers for work at least 4 days in advance. If the employer cancels a call within 4 days, the on-call employee is entitled to wages for the hours for which he was called.</p> <p>3. The legislative proposal “Working Where You Want” amends the Flexible Working Act (<i>Wet flexibel Werken</i>) with regard to a request for adjustment of the workplace. The legislative proposal aims to give employees more freedom to choose between working at the office or from home. On 5 July 2022, the legislative proposal was adopted by the House of Representatives. It is still to be adopted by the Senate.</p>
6. Wages	<p>1. Increase of the minimum wage by 10% in 2023</p> <p>2. Introduction of a minimum hourly wage</p> <p>3. Implementation of the EU Directive on adequate minimum wages</p>	<p>1. In 2021, there were 439,000 employee jobs in which the minimum wage was earned. Young people up to the age of 25 accounted for more than half of these jobs, namely 237,000. Our minimum wage is linked to the Old Age Benefit and Minimum Income Benefit. Therefore, both workers and non-workers benefit</p>

	<p>4. Call on social partners to raise wages in sectors where there is potential room for a raise</p> <p>5. Public sector wages follow wages in market sectors</p>	<p>from this increase.</p> <p>2. A minimum hourly wage applicable to everyone who falls within the scope of the statutory minimum wage has been introduced. The envisaged date of entry into force of this act is 1 January 2024.</p> <p>3. The government is currently implementing the EU Directive on adequate minimum wages.</p> <p>4. The government calls on organizations of employers and employees to raise wages in sectors according to the potential in those specific sectors.</p> <p>5. The government is the employer for various public sectors. In general, the wage development in these public sectors follows wage developments that occur in market sectors.</p>
<p>7. Information about employment conditions and protection in case of dismissals</p>	<p>1. Implementation Directive transparent and predictable employment conditions</p> <p>2. Support social partners</p> <p>3. Website on collective labour agreements</p>	<p>1. The aim is to improve working conditions by promoting more transparent and predictable employment.</p> <p>2. By continuing to support social partners, for instance by creating a supportive environment for the social dialogue, respecting the fundamental rights of freedom of association and collective bargaining and protecting trade union members from discrimination and dismissal, the social dialogue is stimulated effectively.</p> <p>3. The government provides information about collective labor agreements and general binding decisions (<i>AVV</i>) via the website of the Directorate for Implementing Employment Conditions Legislation (<i>UAW</i>) of the Ministry of Social Affairs and Employment.</p>
<p>8. Social dialogue and involvement of workers</p>	<p>1. Regular talks with social partners</p> <p>2. Support social partners</p> <p>3. Seat for self-employed</p>	<p>1. In the Netherlands, social dialogue takes place at a central level in an institutionalized form, such as in the Labor Foundation (<i>StvdA</i>) and the Social and Economic Council (<i>SER</i>).</p> <p>2. By continuing to support social partners, for instance by creating a supportive environment for the social dialogue, respecting the fundamental rights of freedom of association and collective bargaining and protecting trade union members from discrimination and dismissal, the social dialogue is stimulated effectively.</p> <p>3. The position of the self-employed in the SER has been strengthened. Two large organizations who represent the self-employed have been given a seat. It is also foreseen that the number of seats will be increased to further strengthening the position of the</p>

		self-employed.
9. Work life balance	<ol style="list-style-type: none"> 1. Paid parental leave 2. Legislative proposal “Work where you want” (<i>Werken waar je wilt</i>) 	<ol style="list-style-type: none"> 1. To help parents share the care tasks more equally. 2. The legislative proposal “Working Where You Want” amends the Flexible Working Act (<i>Wet flexible Werken</i>) with regard to the request for adjustment of the workplace. The legislative proposal aims to give employees more freedom to choose between working at the office or from home. On 5 July 2022, the legislative proposal was adopted by the House of Representatives. It is still to be adopted by the Senate.
10. Healthy, safe and well-adapted work environment and data	<ol style="list-style-type: none"> 1. Revised additional risk assessment and evaluation (<i>ARIE-regeling</i>) 2. Subsidy for prolonged labour market participation (<i>Duurzame inzetbaarheid</i>) 3. Continuous update of list of working with carcinogenic, mutagenic and reprotoxic substances 	<ol style="list-style-type: none"> 1. The revised regulation on the additional risk assessment and evaluation (<i>ARIE-regeling</i>) has been in force since 1 January 2023. This has consequences for companies that were already subject to ARIE and for companies that become subject to ARIE as a result of the revised regulation. 2. From September 2023, companies can apply for a subsidy to prolong their employees’ participation on the labour market. 3. An updated version of the list of carcinogenic, mutagenic and reprotoxic substances is published. The Ministry of Social Affairs and Employment publishes an updated list twice a year.
11. Childcare and support to children	<ol style="list-style-type: none"> 1. Reform childcare system 2. Improved daycare (<i>voorschoolse voorziening</i>) for children of parents with no right to childcare 3. National Plan Child Guarantee 	<ol style="list-style-type: none"> 1. Making it easier for parents to combine work and care by realizing more affordable and financially accessible childcare. 2. Making sure all children from age 2.5 can participate in child care. 3. The national plan reflects the state of play to combat child poverty and to promote well-being among children. Examples are free breakfast available on 700 primary schools, around 10% of the total schools in the Netherlands, in order to feed pupils who are in need. In 2023 this scheme will be expanded to more schools. Additionally, the government alongside municipalities and civil society organisations supports programs that allow children to join sports clubs and take music lessons for free. Children (0-12) are stimulated to have their regular check-ups. Some schools offer a ‘school dentist’ to lower the threshold for children. Besides that, experiments are being set up with health care providers to improve

		the affordability of dental care for children.
12. Social protection	<ol style="list-style-type: none"> 1. Compulsory disability insurance for the self-employed 2. Participation Act in Balance (<i>Participatiewet in Balans</i>) 3. Examination Decree on assistance to self-employed persons (<i>Besluit bijstandverlening zelfstandigen, Bbz</i>) 	<ol style="list-style-type: none"> 1. The Netherlands is preparing the introduction of compulsory disability insurance for the self-employed. 2. The Participation Act will be more simple in design and use, and will offer people appropriate support to participate in society, with rights and obligations that are meaningful and understandable. 3. During the Covid crisis, the Bbz was amended and the Temporary bridging scheme for self-employed persons (<i>Tijdelijke Overbruggingsregeling voor Zelfstandige Ondernemers, Tozo</i>) was introduced. This scheme ran until October 2021. Together with municipalities and the self-employed, the government is currently examining whether the Bbz should be adjusted based on the experiences with the Tozo and the temporarily amended Bbz.
13. Unemployment benefits	<ol style="list-style-type: none"> 1. Simplification Unemployment Act (<i>Werkloosheidswet</i>) 2. Reform labour market service 3. Introduction of structural crisis scheme to support employers in their wage costs 	<ol style="list-style-type: none"> 1. Research is currently being carried out on behalf of the Ministry of Social Affairs and Employment into the bottlenecks in the field of unemployment benefits. The aim of the study is to gain insight into the bottlenecks that can be identified in the use and implementation of the WW from three different perspectives, namely the employee, the employer and the administrative authorities. 2. To create a structural regional collaboration for citizens and employers with a request for help in finding (new) work or employees. 3. During COVID-19, a temporary emergency bridging measure for sustained employment was set up (<i>Tijdelijke Noodmaatregel Overbrugging voor Werkbehoud, NOW</i>). The government is currently looking at the possibility of introducing a more permanent form of this regulation.
14. Minimum income	<ol style="list-style-type: none"> 1. Revision of the social minimum 2. Participation Act in Balance (<i>Participatiewet in Balans</i>) 3. Approach on Financial Problems, Poverty, Debts (<i>Aanpak Geldzorgen, Armoede en Schulden</i>) 4. Increase of minimum income in 2023 	<ol style="list-style-type: none"> 1. In the coalition agreement it has been agreed to review the social minimum every four years and to determine whether the social minimum is sufficient to live on and participate in society. As a first step, an independent committee has been asked for advice on this matter. 2 The Participation Act will be more simple in design and use, and will offer people appropriate support to participate in society, with rights and obligations that are meaningful and understandable.

		<p>3. Examples of measures include supporting professionals in identifying poverty, debts and payment arrears, setting up a payment scheme for payment arrears with the central government, with the option of pausing debts, and information about making the right financial choices to prevent financial stress and debts.</p> <p>4. The level of the old-age Benefit and the minimum income Benefit (amongst other benefits) have in recent years been raised continuously (twice a year). The increases followed the pattern of growth of the minimum wage. Therefore, the level of the disposable income of both workers and non-workers helped to compensate for increasing living costs. Furthermore, the government has decided to raise the minimum wage by an additional 8,05%. This resulted in an extraordinary increase of more than 10,15% by January 2023. As a consequence, the old-age benefit and the minimum income benefit (amongst other benefits) have also been subject to increases.</p>
15. Old-age income and pensions	<p>1. Reform of the second pillar of the pension system through the Law on the future of pensions (<i>Wet Toekomst Pensioenen</i>) was</p> <p>2. Experimenting second pillar pension for the self-employed</p> <p>3. Increase of minimum wage (and as a result, state pensions) by 10% in 2023</p>	<p>1. Following a framework agreement on broad principles for pension reform in 2019, the government and social partners agreed on a new second-pillar contract structure in June 2020. Overall, the reform aims to address the pension system's key vulnerabilities. After extensive consideration, the House of Representatives approved the Law on the future of pensions on 22 December 2022. The law still has to be adopted by the Senate. The law is expected to enter into force on 1 July 2023.</p> <p>2. Through experiments, the government wants to make broader pension accrual possible in the second pillar for the self-employed. On the basis of the pilot legislation (which is part of the Law on the future of pensions), it can be examined whether and in what way broader and more accessible options can be created in the second pillar for the self-employed to achieve better pension accrual, thereby reducing the drop in income upon retirement for this group.</p> <p>3. In late 2022 the government decided to raise the minimum wage with 8.05% as of 1 January 2023. Combined with the regular indexation, the increase of the minimum wage was 10.15%. This increase in the minimum wage has an impact on all minimum wage linked schemes. This increases the purchasing power of state pensioners.</p>

16. Healthcare	<ol style="list-style-type: none"> 1. National Prevention Agreement (Nationaal Preventieakkoord) 2. Integral Care Agreement (Integraal Zorgakkoord, IZA) 3. Action Plan “Continue with vaccination” (Verder met vaccineren) 	<ol style="list-style-type: none"> 1. The main objectives of the National Prevention Agreement (<i>Nationaal Preventieakkoord</i>) are: <ul style="list-style-type: none"> I) a smoke-free generation and a smoke prevalence of 5%; II) reducing overweight (from 50% to 38% of adults); and III) reducing excessive alcohol consumption (from 8% to 5,9%). These targets are set for 2040 and are monitored regularly. 2. Improving the quality of oncology is part of the IZA. In the coming months, IZA parties expect to achieve various results. Round tables will be set up in the field of concentration and distribution of care equipped for oncology and vascular surgery, which will make a selection in the near future for the first tranche of interventions eligible for higher volume standards. 3. The EU and WHO’s goal is to eliminate cervical cancer. For this, at least 90% of girls should be vaccinated against the HPV virus by 2030. The government endorses this objective. By means of the action plan 'Continue with Vaccination', important steps have been taken and will be taken in the future to increase HPV vaccination coverage, amongst other goals to increase vaccination coverage for other diseases.
17. Inclusion of people with disabilities	<ol style="list-style-type: none"> 1. Legislative proposal “Broad Offensive” (<i>Breed offensief</i>) 2. Further implementation of the “Government Jobs Agreement Act” (<i>Banenafpraak</i>) 3. Action Plan “Closer than you think” (<i>Dichterbij dan je denkt</i>) 	<ol style="list-style-type: none"> 1. The Broad Offensive’s goal is to increase labor market opportunities for people with an occupational disability. 2. The government is lagging behind when it comes to providing jobs opportunities within the government for people with an occupational disability, compared to other companies on the market. Therefore, the government is addressing this backlog and continues the further implementation of the Government job agreement Act. 3. The Action Plan brings more innovative methods for making the match between employers and the people (re)entering the labour market, including by providing more employment opportunities for people with an occupational disability.
18. Long-term care	<ol style="list-style-type: none"> 1. Future-proof Labour Market Care & Welfare programme (<i>Toekomstbestendige Arbeidsmarkt Zorg en Welzijn, TAZ</i>) 2. Integral Care Agreement (<i>Integraal Zorgakkoord, IZA</i>) 3. Housing, Support and Care for the Elderly 	<ol style="list-style-type: none"> 1. Via this Programme, the government aims to work towards more suitable and less labour-intensive care in the future. 2. The IZA is committed to making long-term care future-proof. For example, agreements have been made to strengthen the position of district nursing, for example by increasing the available budget to provide district nursing.

	<p>Programme (<i>Programma Wonen, Ondersteuning en Zorg voor Ouderen</i>)</p>	<p>3. In the coming years, the government wants to ensure that support and care will be adapted to the preferences of care clients in order to retain control of their own lives for as long as possible. As a result, serious, complex care questions can be postponed or even prevented for as long as possible.</p>
<p>19. Housing and assistance for the homeless</p>	<p>1. Launch of the Dutch National Action Plan: Housing First (2023-2030) (<i>Nationaal Actieplan Dakloosheid; Eerst een thuis</i>)</p> <p>2. Action Plan for vulnerable homeless EU-citizens</p> <p>3. Housing for vulnerable groups: A Home for Everyone (<i>Een thuis voor iedereen</i>)</p> <p>4. National Housing and Building Agenda (<i>Nationale Woon- en Bouwagenda</i>)</p>	<p>1. The ‘National Action Plan: Housing First’ (2023-2030) aims at a paradigm shift in the way we look at and deal with homelessness. It sets the ambition to significantly and structurally reduce homelessness drastically, in line with the ambition of the Lisbon Declaration to end homelessness by 2030. The plan works on this objective through 6 pillars: 1) strengthening livelihood security, 2) Prevention, 3) Housing First, 4) Strengthening the practice of implementation, 5) Knowledge bases on experience through the entire policy cycle, on the national and local level, and 6) special attention for specific groups (e.g. homeless young people, homeless LGBTIQ+ people and homeless EU citizens).</p> <p>2. This Action Plan proposes to differentiate the target group of vulnerable homeless EU citizens into three groups with their own approaches. This division means that the government can help by providing protection through temporary shelter in combination with either offering perspective on work or a return to home.</p> <p>3. The ‘Housing for vulnerable groups: A Home for Everyone’ programme (<i>een thuis voor iedereen</i>) is an intergovernmental programme which focuses on the housing of vulnerable groups. Homeless young people and adults are one of the vulnerable groups within this programme. The basic principle here is that, as well as agreements around housing, agreements are also made around the care and support that is needed. Because, for a number of vulnerable groups, care and support are a prerequisite for independent living.</p> <p>4. The National Housing and Building Agenda aims to build 900,000 homes by 2030. Of the total of 900,000 homes, two thirds will be affordable, of which 350,000 will be rented and owner-occupied homes for people on middle incomes. In addition, the aim is that, up to and including 2030, corporations will build a total of 250,000 new social rented properties, in the context of the need for suitable housing for people on low incomes, including homeless</p>

		<p>people. There is also a focus on achieving a greater balance in the housing stock, with a target of 30% rented social housing. This means that, when building new rented social housing, municipalities with less than 30% rented social housing in their existing housing stock must contribute to this ambition.</p>
<p>20. Access to essential services</p>	<p>1. Vision and agenda on quality of care: access to good care for everyone (<i>Visie en agenda kwaliteit van zorg: toegang tot goede zorg voor iedereen</i>)</p> <p>2. Access to drinking water on Bonaire, Sint Eustatius and Saba</p> <p>3. The healthcare deductible</p> <p>4. Women’s care</p> <p>5. Healthcare benefit</p> <p>6. Future-proof Labour Market Care & Welfare programme (<i>Toekomstbestendige Arbeidsmarkt Zorg en Welzijn, TAZ</i>)</p>	<p>1. To make sure that everyone has access to good care, we will focus on health and wellbeing and less of treatment of diseases. In order to make sure that everyone can decide about their treatment, the information should be transparent and understandable for all. Together with the sector, the Dutch government will facilitate the realization of agreements within the health care field and also asks for an extra effort from the industry on these topics.</p> <p>2. The islands of Bonaire, Sint Eustatius and Saba in the Caribbean are “special” municipalities of the Kingdom of the Netherlands, but are not part of the territory of the European Union. The Ministry of Infrastructure and Water Management helps the fresh-water deprived islands to secure safe drinking water supplies for their inhabitants. To this end, €4.5 million had been made available for the years 2020-2024 for investments in the drinking water supply on Sint Eustatius. These will expand and enhance the drinking water distribution network. Likewise, the island of Saba will receive €1 million for 2023-2024, amongst others to improve the only sea water intake on the island as well as to increase the network for transport of “reverse osmosis” water. The island of Bonaire receives €1.35 million in between 2021-2024, for increasing their drinking water production capacity to meet the growth in water demand.</p> <p>3. The mandatory healthcare deductible for the use of medical services has been regularly indexed in the past. Policy for 2022 and 2025 states the deductible will not be indexed in this period.</p> <p>4. Accessibility of anticonception will improve due to new policy. Investments in the Policy programme “Not Pregnant right Now” (<i>Nu niet Zwanger</i>) allows professionals in social care and healthcare to inform and support women in a vulnerable situation on this topic. In addition, municipality budgets for providing these women with free anticonception are increased.</p>

		<p>5. Low income households can apply for a healthcare benefit to pay their insurance premiums. Policies concerning this healthcare benefit are regularly improved. Examples are the adaption to the benefit conditions to fit Ukrainian fugitives.</p> <p>6. Via this programme, the government aims to work towards more suitable and less labour-intensive care in the future, to maintain the accessibility to essential services.</p>
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