

A HIGHLY DESIRABLE AND POSSIBLY FEASIBLE SCENARIO

THE NETHERLANDS

Participation and emancipation

In the scenario *Participation/Emancipation*, ageing has three main interrelated goals: to increase the labour-force participation of the elderly, to promote intergenerational solidarity, and to promote active ageing of the elderly.

This scenario highlights enabling people to combine several goals in life is also an important objective. Apart from enabling people to combine work and care, one of the objectives is to promote a more equal division of work and care between men and women.

The promotion of women in top managerial positions is another main objective for the future. The key success factors comprise, amongst others, a screening of the selection criteria and procedures for jobs for the presence of prejudices, and removal of these prejudices; and to put an end to the practices of cooptation in case of vacant positions in the board or in managerial posts by determining objective criteria.

It is the so called “moderns” the PPA-cluster more frequently associated with this scenario. This PPA cluster is very tolerant concerning every possible life choice of people (cohabitation, single parenthood, etc.). Women can work full-time; family life will not suffer from that. The group has also a positive attitude about childcare: it is good for the education of a child to be cared for partly by others, right from childhood. They also think it is fine if the husband cares for the children and the wife has a job, and that women do not necessarily have to be better in caring tasks than men. Their favourite measures facilitating having, looking after, and raising children, are “more and better opportunities for parents with young children to work part-time” and “better childcare facilities”. Old-age benefits may be financed through raising the monthly taxes or social premiums on the income. As a way to fight labour shortage, the cluster has a strong preference for increasing the labour-force participation of women. Their second choice is to raise the retirement age.

The panellists wish for a society in the future that is more flexible, where work and family can be easily combined (which means that child care facilities, including before and after school and during holidays, are sufficient and individual

oriented policy-making), and which invests in long-life learning. Government and employers should invest in people life-long learning. It is also very desirable that women take more equal positions in society. Other important wishes are a more equal division of work and care between partners; economic independence of women; and special attention given to low

educated women. And finally, according to the panellists, it is desirable that the relation between having children and one’s earning capacity is less direct.

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The desired labour force participation of men and women aged 60-64 years

In 2001 only 23% of men and 8% of the women aged 60-64 in the Netherlands were active in the labour

market. The Dutch panellists have very diverse ideas of how their society should evolve up to 2030, especially for the position of elderly women. Some seem to think that the elderly should not be forced to work longer than they wish, while others take the view that most elderly should work as long as possible. Notwithstanding the large differences between the panellists, they all agree that the labour force participation of elderly men and women should increase substantially.

