

Measures of employment for older workers

1. ACTIVA for ages 45-plus

This measure improves the reinstitutions of work seekers into the regular employment circuit by admission of:

- a decrease of the employers' contributions to social security.
- an activated unemployment allowance (called work allowance). The employer is able to subtract this from the net wage. This alimony will be paid by the "Rijksdienst voor Arbeidsvoorziening" (RVA).

2. Flow through program – for unemployed with the right to an unemployment allowance (RVA)

This measure offers long term unemployed the opportunity to gain professional experience through public services, aisbl (non-profit making organisation or non commercial communities). By doing this they can improve their position on the market and perhaps work towards a regular work agreement.

This happens through the admission of

- a decrease of the employers' contributions to social security.
- an activated unemployment allowance (called integration allowance). The employer is able to subtract this from the net wage. This alimony will be paid by the "Rijksdienst voor Arbeidsvoorziening" (RVA) to the employee.

3. Ervaringsfonds - contributions for adaptations of the work context Older employer

The "Ervaringsfonds" offers contributions for adaptations of the work context.

With these adaptations they want to keep people aged 45+ in the working place.

Companies can get contributions for:

- mapping the possibilities
- ameliorating the working conditions
- the organisation of the work

Sectors can get contributions for:

- having sensitization campaigns.
- developing measures for the measurement of the workability
- the financing of bonuses that compensate the process of changing from day- to nightshift.

4. Individual professional education in the enterprise – interim (Flanders)

IPE-interim is a combination of an interim with a classical individual professional education (IPE).

The IPE-interim is comprised of 8 weeks of interim work tops, followed by an IPE of maximum 25 weeks. The interim office is responsible for the support of the work seeker.

During the IPE the employer does not pay wages. He does however pay contributions to the VDAB.

After the IPE-interim the employer offers the work seeker an open-ended contract.

Only the groups of disadvantages can perform IPE-interims.

4. Invoegbedrijf – Wagebonus (Flanders)

These companies want two things; first, offer work to groups of disadvantages and second, develop a corporate social responsibility (CSR)

The wagebonus is degressive and limited in time to 2 years. The bonus is directly depended on a reference amount (refertebedrag)

The wagebonus comprises:

- a micro and small enterprises: 1st year 50%, 2nd year 30% of the reference amount;
- a medium enterprises: 1st year 42,5%, 2nd year 22,5% of the reference amount;
- a big enterprise: 1st year 35%, 2nd year 15% of the reference amount.

5. Older employees - decreasing the employers' social security contributions

For employees from the age of 50 a decrease of the employers' social security contributions are in effect. They depend on the age and a reference quarterly wage.

6. Social turn around economy - for unemployed with the right to an unemployment allowance (RVA)

Attempts will be made to plug in unemployed , who have difficulties to find a job, into the so called social turn around economy.

This will be stimulated through:

- a decrease of the employers' contributions to social security.
- repaying part of the net wage to the employer. The RVA pays the unemployment allowance of the formerly unemployed back to the employer. This through a bonus (The "plug in allowance")

7. Subsidisation of diversity plans on the work floor

Enterprises, institutions, unions of profit, social profit and local administration can apply for the subsidisation of their diversity plan.

In each plan immediate attention will be focused on a combination of 3 key elements:

- clear figures to strive to for inflow, throughput, retention and the training of groups of disadvantages.
- the acknowledgement of changes in internal sensitizations and the creation of a support for the diversity management.
- the clear stating of results of the diversity plan focusing on the continuation en improvement of the developed policy.

The prioritary groups of attention are people of immigration origine, older employees (50+) and people with a handicap derived from work..

8. Employment bonus for people from the age of 50

The employer takes on a person 50+ with an open-ended contract. He can then be acknowledged for a decrease in the wage cost through maximum 4 quarters. This is only available for employers in the "Flemish District".