

GENERAL RECOMMENDATIONS
ON ASPECTS OF AN EMPLOYMENT POLICY

(THE AGREEMENT OF WASSENAAR)
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The Hague, 24 November 1982

The national employers' associations and trade union confederations, represented in the Labour Foundation,

- considering that the following factors are essential for the structural improvement of employment: recovery of economic growth, stable price levels, improved competitiveness of enterprises and, in connection therewith, improved returns;
- considering that a long-term social and economic policy, intended to achieve the above, is necessary at all levels;
- considering that, even if economic growth recovers, it will not be possible in the medium term to assist the entire existing labour force and the growth in the labour force in finding paid employment in the near future;
- considering that, in connection with the aforementioned policy, it would be advisable to introduce a long-term approach aimed at re-distributing existing employment more effectively; i.e. an approach which encompasses several methods of re-distributing employment, such as working time reduction, part-time work, and efforts to reduce unemployment among young people;
- considering that in connection with the agreements to be made by the collective bargaining partners regarding the form, phasing and employment effects, one of the premises must be that –in view of the weak financial position of enterprises – a better distribution of existing employment should not result in higher costs, and
- considering that efforts must be made to make a start with the implementation of this policy in 1983, with the collective bargaining partners having the exclusive right to re-negotiate between them wage agreements already set out in collective bargaining agreements;

- I call upon the collective bargaining partners to create the conditions required to introduce a policy along these lines as quickly as possible;
- II give it as their view that there are also reasons to have consultations with one another in the Labour Foundation on a number of aspects related to the redistribution of work and efforts to reduce unemployment among young people, in order to arrive at a set of recommendations on these issues before 1 January 1983;
- III express the desirability –while respecting one another's opinions and feelings regarding the new Cabinet's policy intentions– that the collective bargaining rounds for 1983 will start shortly in enterprises and sectors of industry, based on the considerations and policy intentions described above, and urge the Cabinet to do everything possible to enable the collective bargaining partners to negotiate freely with one another on the basis of the above recommendations. They declare their willingness in that regard to inform the Cabinet about the actual developments and results of the collective bargaining rounds in the Spring of 1983.

The Chairmen of the national employers' associations and trade union confederations represented in the Labour Foundation:

FEDERATION OF NETHERLANDS
INDUSTRIES

NETHERLANDS TRADE UNION
CONFEDERATION

W. Kok

C. van Veen

FEDERATION OF CHRISTIAN
EMPLOYERS IN THE NETHERLANDS

CONFEDERATION OF CHRISTIAN
TRADE UNIONS IN THE NETHERLANDS

S.J. Van Eijkelenburg

H. van der Meulen

ROYAL NETHERLANDS FEDERATION
OF INDUSTRIES

TRADE UNION FEDERATION FOR
INTERMEDIATE AND HIGHER
EMPLOYEES

W. Perquin

H. van der Schalie

FEDERATION OF CHRISTIAN
INDUSTRIES IN THE NETHERLANDS

S. Veninga

CATHOLIC FARMERS AND MARKET
GARDENERS ASSOCIATION IN THE
NETHERLANDS

Also on behalf of:

ROYAL NETHERLANDS AGRICULTURE
COMMITTEE

CHRISTIAN FARMERS AND MARKET
GARDENERS ASSOCIATION IN THE
NETHERLANDS

J.J. Schouten

The Hague, 24 November 1982