

# Generation pact features in care provider's collective agreement

 [Netherlands](#)

The FNV trade union has negotiated a new collective agreement with Fokus, a provider of care for people with disabilities, with 2400 employees. The one-year deal includes a 2.8% pay increase from 1 January and special provisions for older workers to reduce their hours. Those within four years of pensions age can reduce their hours by 20% with a pay reduction of only 10% and the employer will ensure their pension contributions remain at the previous level. The hours made available will be reallocated, including to new employees. The agreement also means that workers aged 58 and over no longer have to work night shifts and it allows time off for union members to attend at least four union meetings a year.

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