



# **Employers' practices for active ageing: The context**

**27 September 2012**

**Brussels**

# Agenda

- **Demographic change: challenges and opportunities**
- **The importance of context: impact of the national policy framework**
- **Labour market situation of older workers: light and shadow**
- **Employer approaches: why it matters and main elements of good practice**
- **Issues for the conference**

# Demographic change: Challenges and opportunities

## Challenges

(Future) labour and skill shortages

Funding of (public) pensions, social security and health care systems

Need to retain and update skills.

Significant differences in trends between countries mean policy focus varies, but also provides **potential for mutual learning**.

## Opportunities

Healthier ageing enables extended participation

Retention of expertise and potential for knowledge transfer

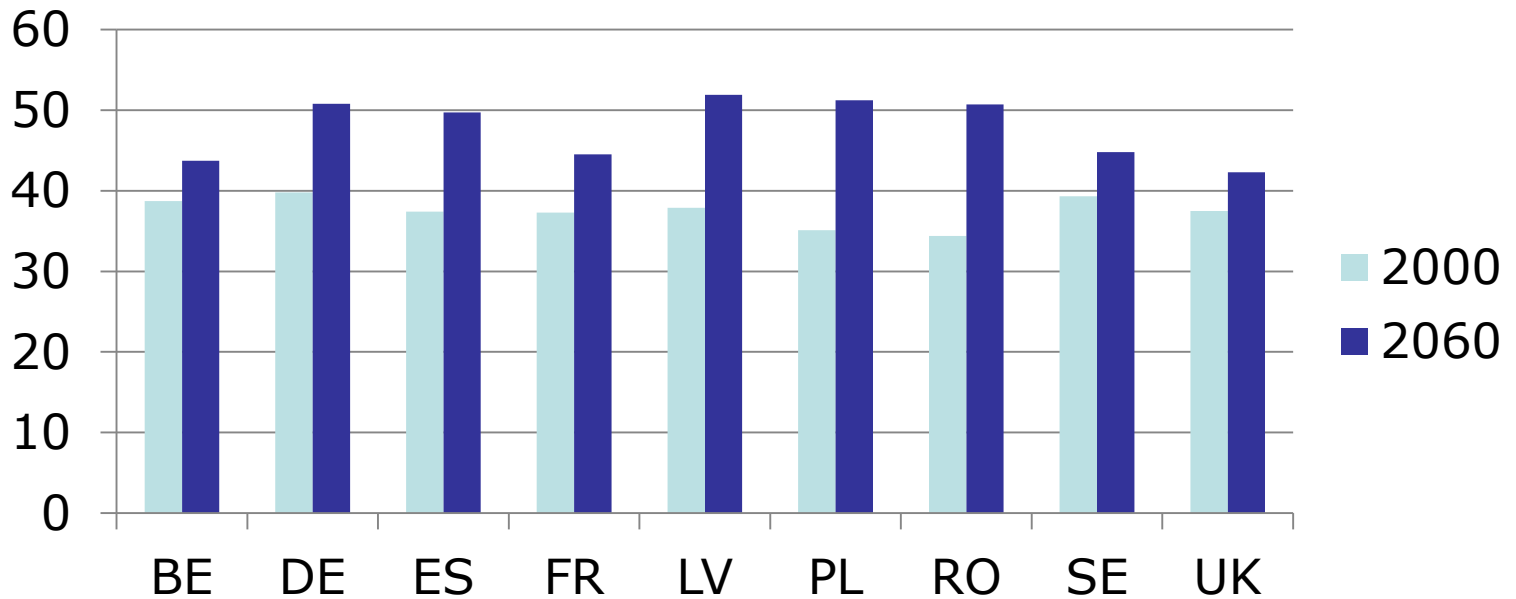
“Silver economy”

Opportunities must be **harnessed effectively** and differences between **individual motivations** and capacities must be clearly understood.

# Changes in median age

EU society

...is characterised by a dramatic ageing of population, by an average of 10 years between 2005 and 2050 – but with significant differences between countries..



Source: Eurostat

...some countries have been showing trends towards ageing for a significant number of years, for other the demographic collapse is imminent in next 20-30 years.

# Understanding national context is crucial to understand supporting factors and obstacles for employer policies

“Stick”



Increasing retirement age  
Foreclosing avenues to early exit  
Reforms to welfare and benefit systems  
Anti-discrimination rules

“Carrot”



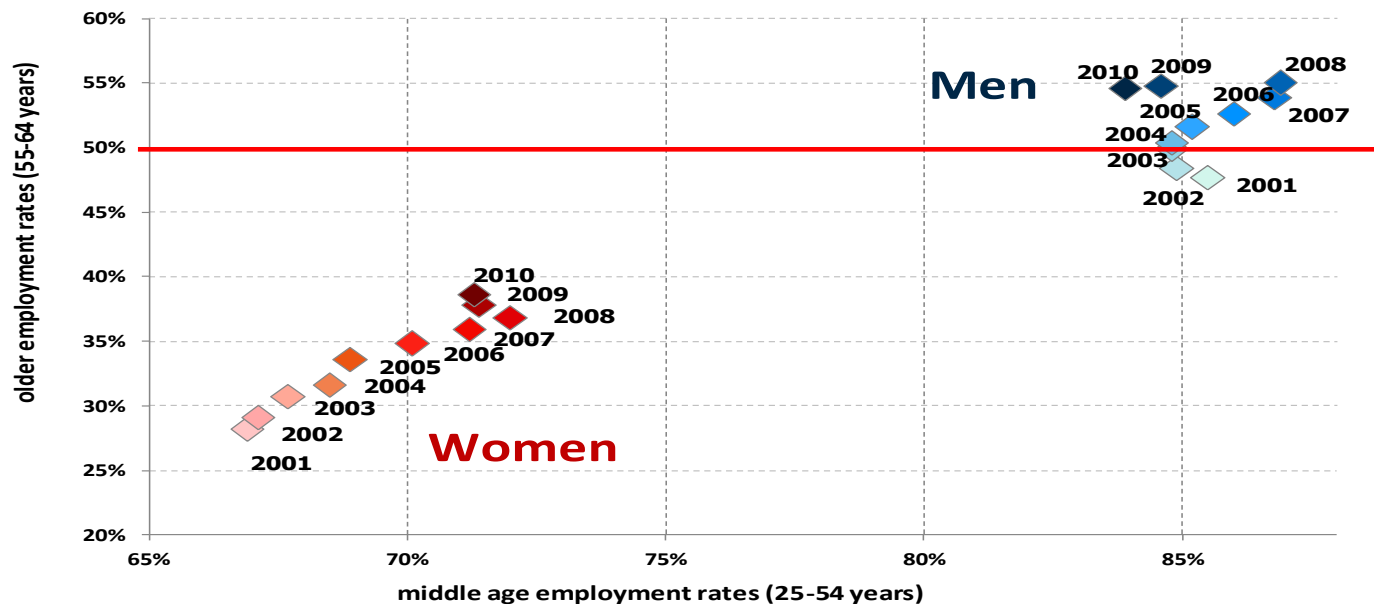
Increasing financial benefit for additional years worked  
Facilitate continued working beyond retirement  
Investment in lifelong learning and recognition of competencies  
Investment in safe and healthy working conditions

Other, rarely addressed issues include incentives/disincentives in EPL and wage formation

# Labour market situation of older workers: light and shadow

Labour market participation among workers aged 55-64

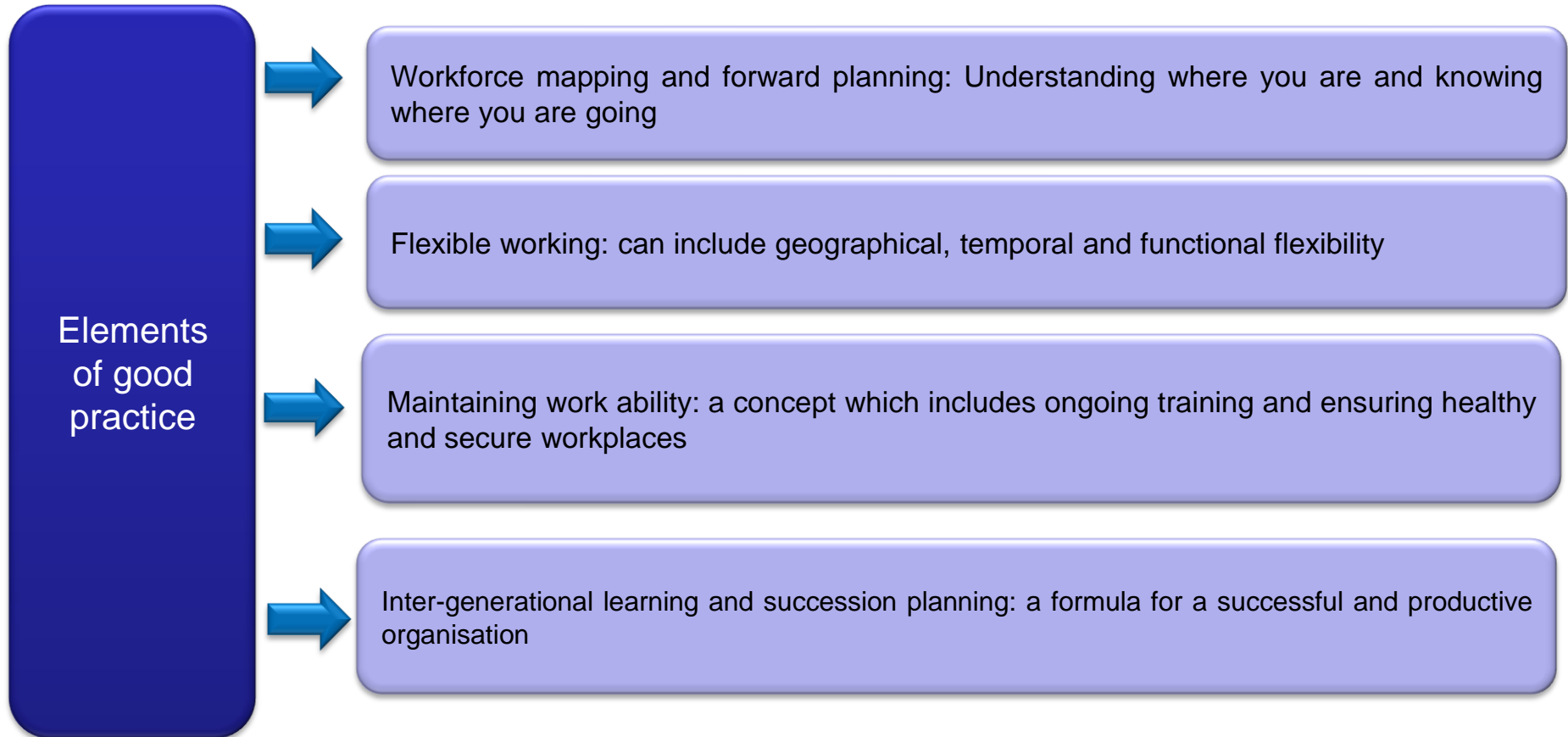
...has increased significantly in last 10 years and has not seen a significant decline during the crisis...



Source: Eurostat, LFS, as presented in Knuth, M. (2012); Comparative Paper: PES and Older Workers; see <http://ec.europa.eu/social/main.jsp?langId=en&catId=105&newsId=1300&furtherNews=yes>

...however, significant differences remain between countries with a range between 30% in MT and 72% in Sweden...

# Employer approaches: Main elements of good practice



# Issues for debate

What are the main remaining obstacles to be addressed by national policy makers to support employer active ageing initiatives?  
*What can be learnt from existing practices and what is transferable?*

*How can social partner organisations become more actively involved in dispelling myths about older workers and how could the results of this projects be used to contribute to this goal at the EU level?*

What supporting measures can be provided by social partners and other stakeholders to increase employability of low skilled older workers ?  
*How can the relevance of training provision be ensured and how can employers source such suitable training provision?*

*How can take up of training by older workers be encouraged?*  
What more can and should be done by social partners at European level to tackle the impact of demographic change on the labour market?





**Thank you**

[www.ghkint.com](http://www.ghkint.com)