



Eurofound Seminar: Improving working conditions Contribution to active ageing

EU policies for an Ageing Workforce

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- ❑ **Persisting economic problems, decelerated economic growth in 2011.**
 - ❑ **Priorities: Fiscal consolidation, growth enhancing measures and structural labour market reforms.**
 - ❑ **Overriding concerns for 2012:**
 - **Fiscal consolidations set strict limits to undertake demand-expansion policies: new sources of growth will be needed.**
 - **Growing long-term unemployment and high youth unemployment. Burden of the crisis has been unequally shared.**
- => It is necessary to raise productivity and employment rates - in general and of older people - and reform pension systems.*



- ❑ Europe 2020 includes the five strategic targets (employment rate, R&D, climate change, education and poverty) and the seven flagship initiatives.
- ❑ Priorities expressed in the Annual Growth Survey and in the Joint Employment Report
- ❑ National Reform Programmes and Stability/Convergence Programmes of the MSs include concrete policy actions.
- ❑ Tighter EU-surveillance of economic and fiscal policies (six-pack).
- ❑ The European Semester: Member States and the Commission discuss structural reforms, growth-enhancing measures and fiscal surveillance at the same time; from January to June.

Country specific employment policy recommendations within the Europe 2020 strategy, in 2011



- ✓ To increase labour market participation (19 MSs): in most cases
 - increasing the effective retirement age (12 MSs) or
 - increasing the statutory retirement age and linking it with life expectancy (8 MSs);
- ✓ To reduce tax-wedge of low and medium income workers (5 MSs) and generally, shifting taxes away from labour (4 MSs);
- ✓ Better targeting and higher effectiveness of active labour market policies (10 MSs), the improvement of capacity of the Public Employment Services (5 MSs), the reduction of skills mismatches;
- ✓ Integration of vulnerable groups on the labour market (7 MSs) and address the magnitude of poverty or risk to poverty (2 MSs);
- ✓ Gender equality and work life balance (8 MSs), i.a. care services;
- ✓ Reduction of segmentation due to contractual arrangements;
- ✓ To boost job creation reducing high tax and social security burden on labour.



Employment rates of older people, in the EU-27, 2010

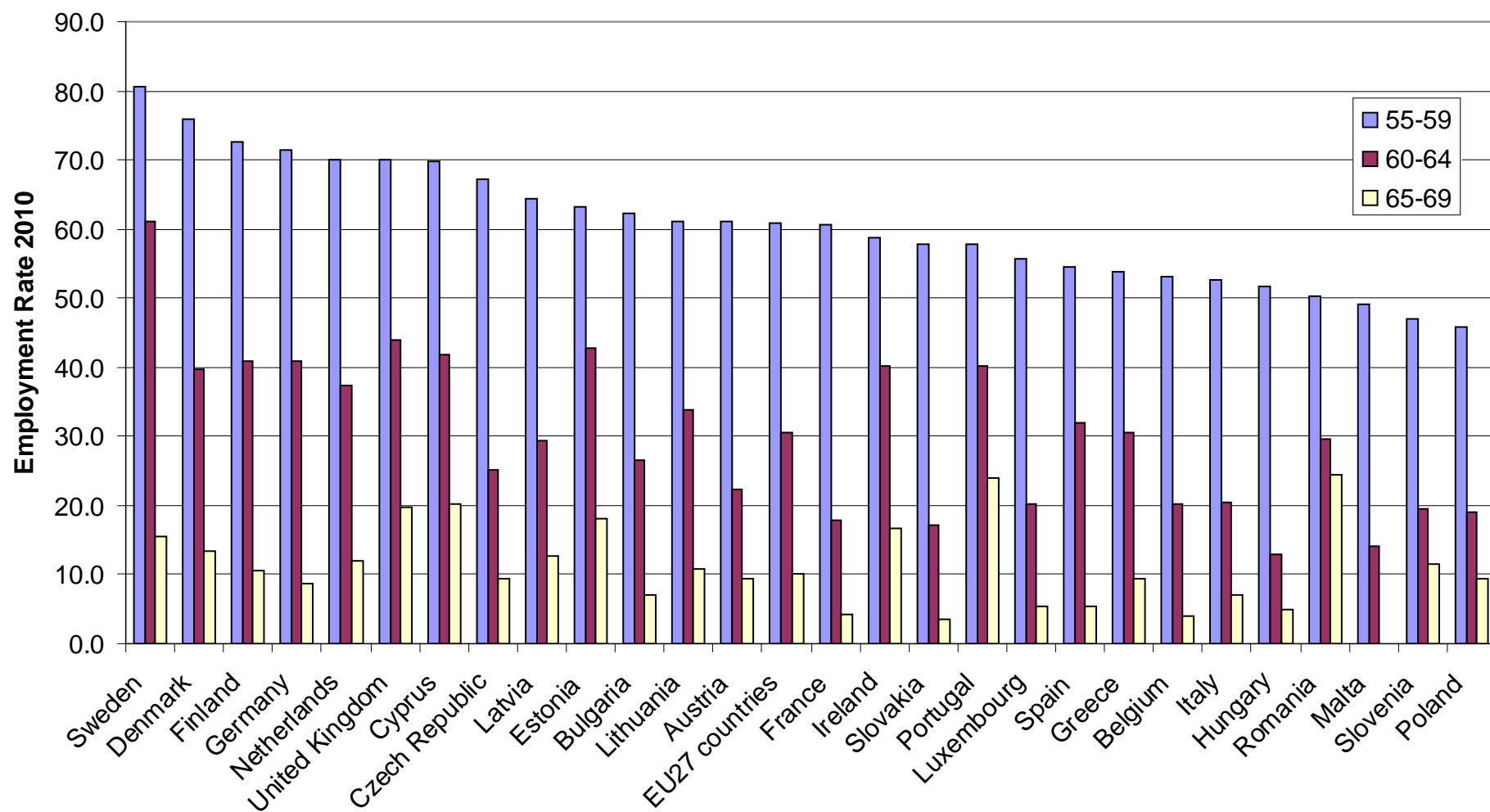
	Men in the age groups			Women in the age groups		
	55-59	60-64	65-69	55-59	60-64	65-69
Employed	70 %	38 %	13 %	53 %	23 %	8 %
- varies bt.	57-83	17-66	5-30	22-79	8-56	3-22

=> In 2020, the EU-27 employment rate would be 73.7-74.0 % - if the national targets will be reached.

To raise employment-rates of special labour market groups to the level of the highest existing, would bring the following outcomes in the overall employment rate in 2020:

- to raise female empl-rates, would yield + 6.8 %-points;**
- to raise that of the 55 – 64 years old + 5.5 %-points;**
- for the young people, 20 – 29, would yield + 3.2 %-points.**

Employment rates in the ages of 55-59, 60-64 and 65-69





In 2006, of those who left the job, half left to take up a pension,

- 13 % left for unemployment and
- 12 % for sickness or disability.

In 2009, 42 % of men and 60 % of women were 'inactive':

- 8 % of them had never worked before
- 73 % of them had worked more than 2 years ago
- 18 % of them had worked in the last two years.

⇒ To keep older workers at work, both push and pull factors needed

1) to raise statutory retirement age, to withdraw unemployment early retirement schemes and to put attention to men – women discrepancies: care systems etc. and

2) jobs for older people and working conditions to meet the needs of the elderly.



Active ageing: Employment policy dimensions

(Indicative list of the common principles)

- ☐ **Life-long learning: access to education, training and skills development**
- ☐ **Healthy working conditions that maintain workers well-being**
- ☐ **Age management strategies: adapting careers and working conditions to the changing needs**
- ☐ **Employment services for older workers: counselling, placement, reintegration support**
- ☐ **No age discrimination: not using age as a decisive criterion for assessing whether a worker is fit for a certain job or not**
- ☐ **Employment-friendly tax-benefit systems: making work pay for older workers under and above statutory retiring age**
- ☐ **Transfer of experience: capitalising on older workers' knowledge**



EY2012 and upcoming 'Ageing' outcomes



- ☐ **The European Year for Active Ageing and Solidarity between Generations (2012):** to raise awareness, to identify and spread good practice and to encourage policy makers and stakeholders to facilitate policies. Network of national coordinators.
 - Linkages to Europe 2020 and to the pilot European Innovation Partnership on active and healthy ageing.
- ☐ **Eurostat (2012):** Facts and figures related to active ageing
- ☐ **Eurobarometer (2012)** on active ageing
- ☐ **Common principles of active ageing** to be developed by the Employment Committee together with the Social Protection Committee, covering 1) active ageing in employment, 2) participation in society and 3) independent living
 - To be adapted by the Council 2012
- ☐ **White Paper on Pensions**
- ☐ **Commission Communication on Active Ageing 2012**





Thank you for the attention!

