



European Foundation  
for the Improvement  
of Living and Working  
Conditions

The tripartite EU Agency providing knowledge  
to assist in the development of better social,  
employment and work-related policies

# 5<sup>th</sup> Human Resource Development Conference

Together towards the challenges of tomorrow

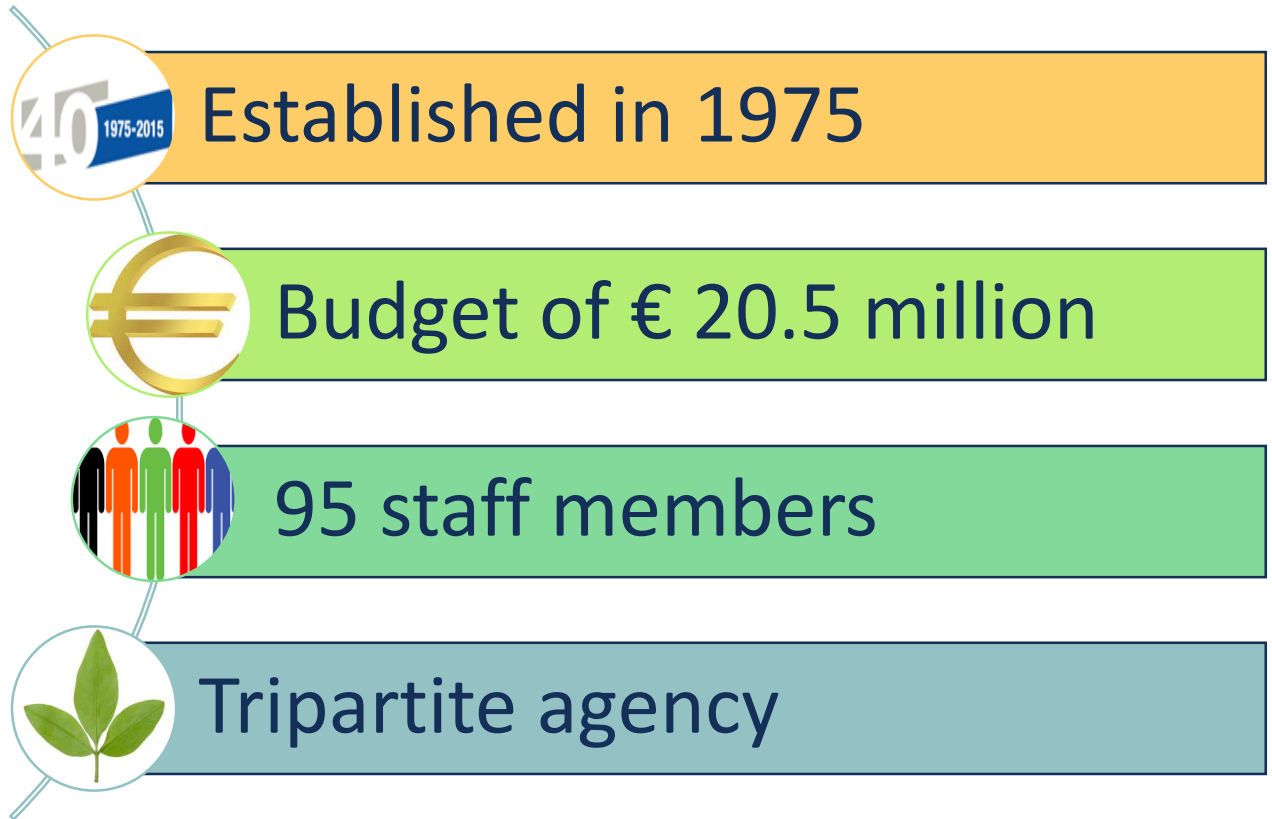
Laško (Slovenija), 24th May 2017

Martin Blomsma

# Eurofound – the basic facts



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# My presentation today:

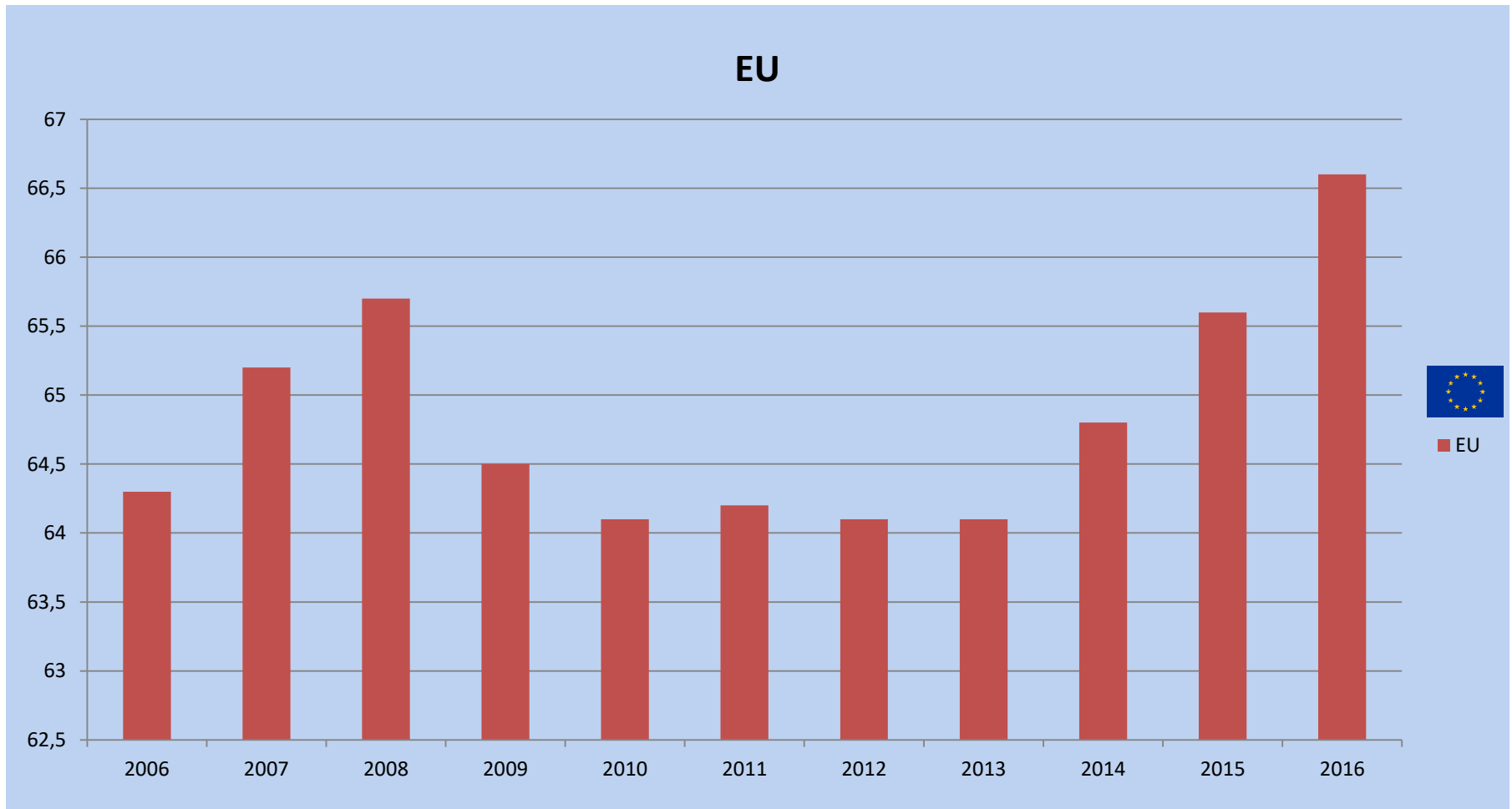
1. Characteristics of European labour market
2. Expected trends and challenges
3. European Strategies for active ageing



# 1. Characteristics of European labour market

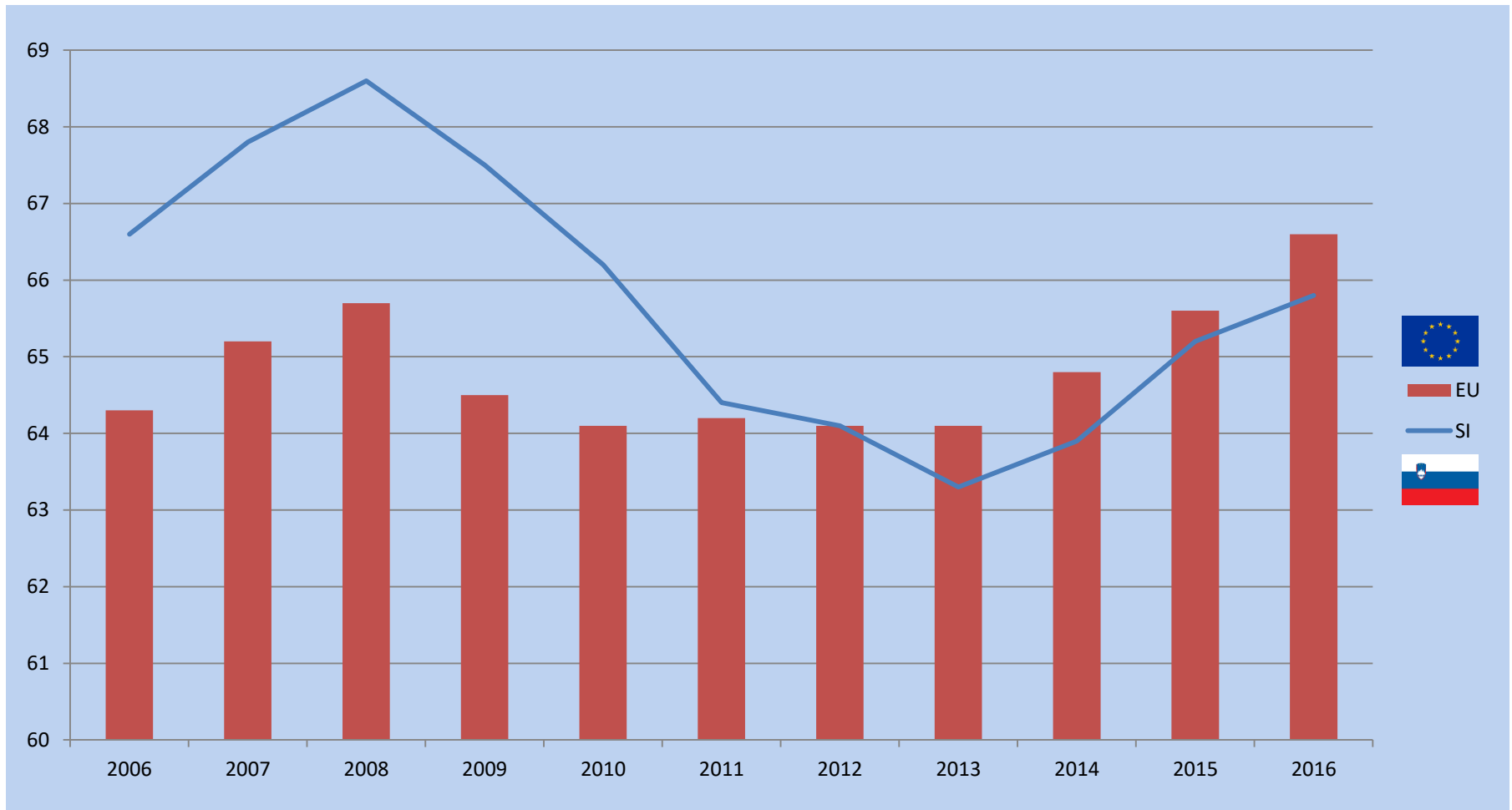


# Employment rates (Total; 15-64 years), 2006-2017



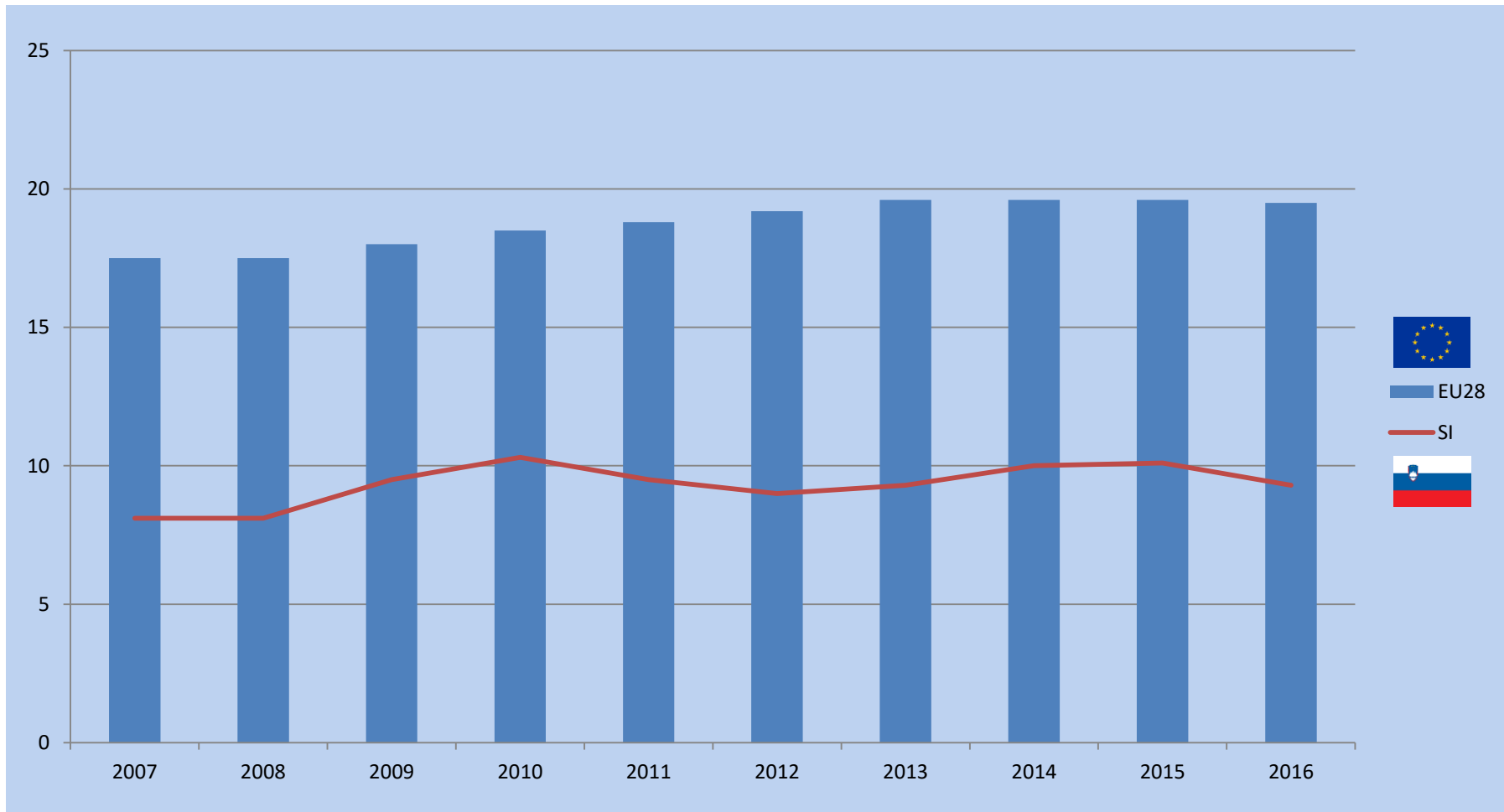
Source: Eurostat database, May 2017

# Employment rates (Total; 15-64 years), 2006-2017



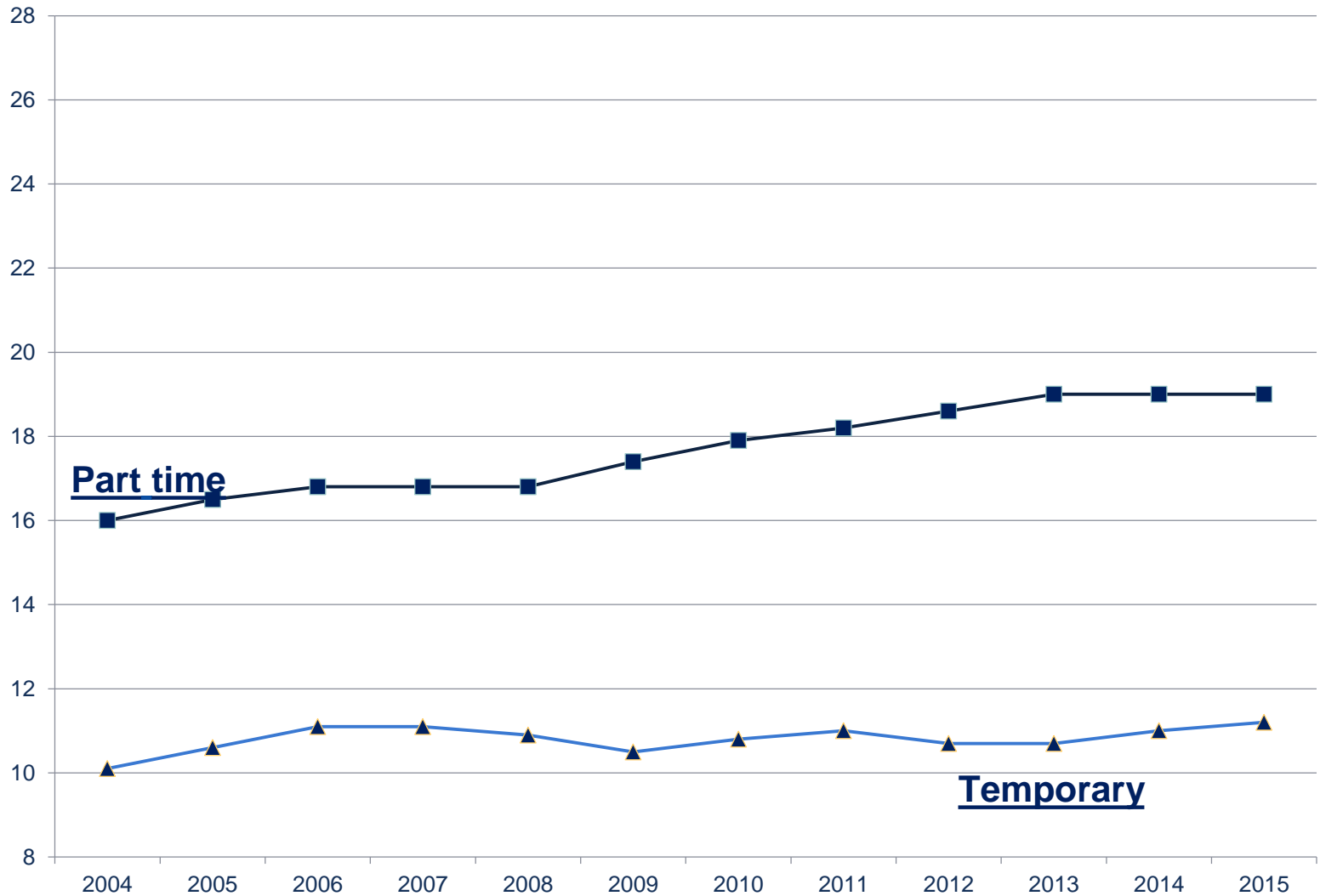
Source: Eurostat database, May 2017

# Part time employment (Total; 15-64 years), 2007-2016



Source: Eurostat database, May 2017

# Part-time and temporary jobs, EU28, 2004-2016

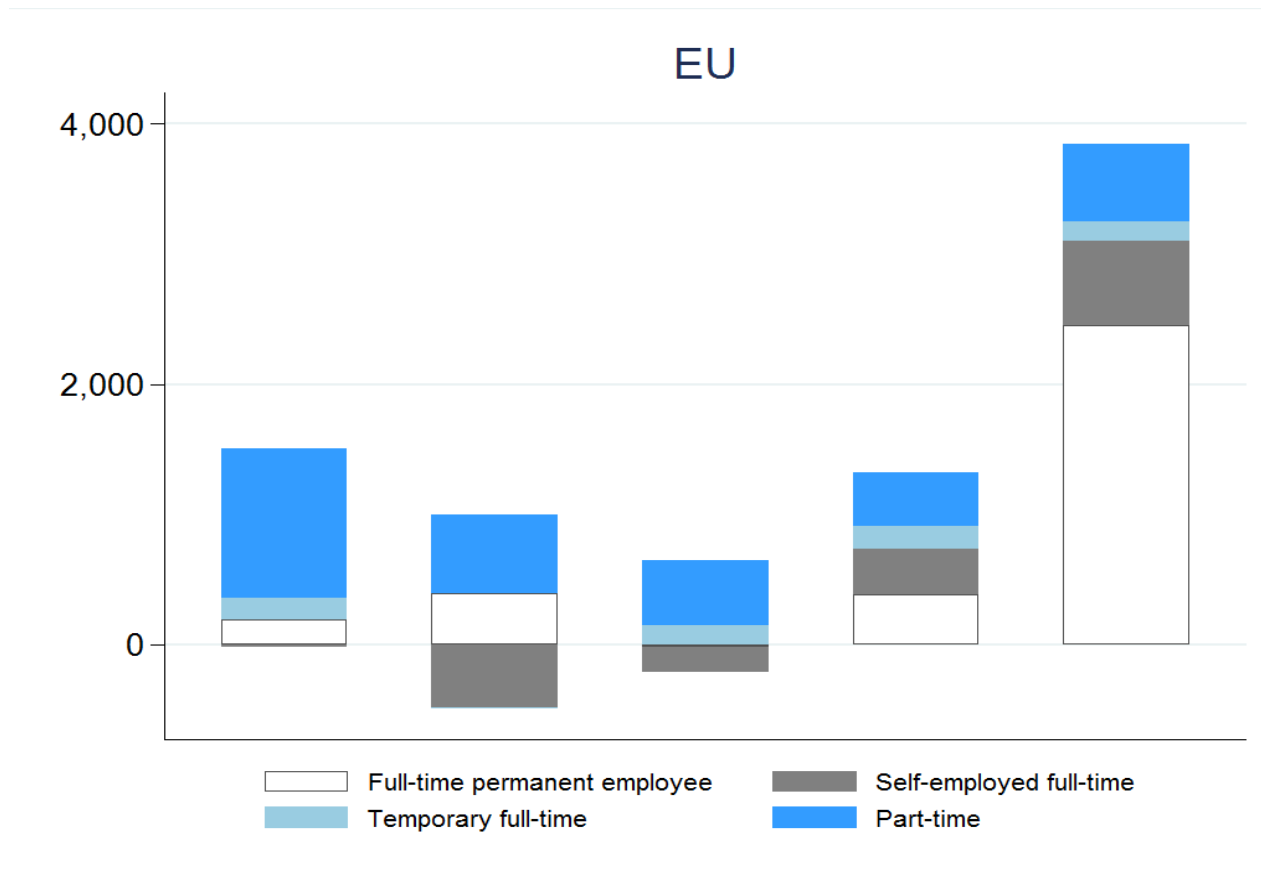


Source: EU: LFS





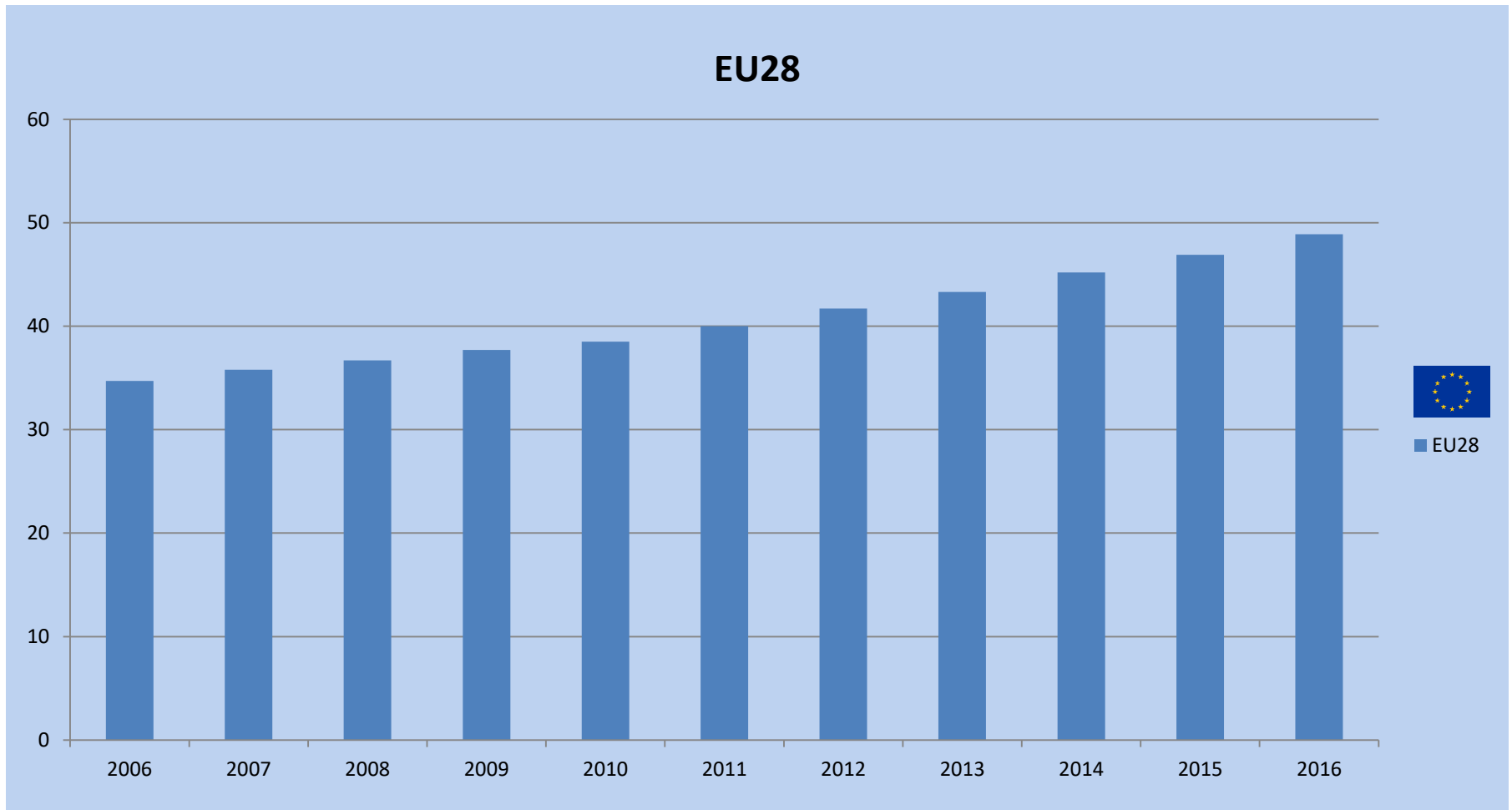
# Job growth in wage quintiles by type of contract, EU28, 2011-2016



Source: European Jobs Monitor

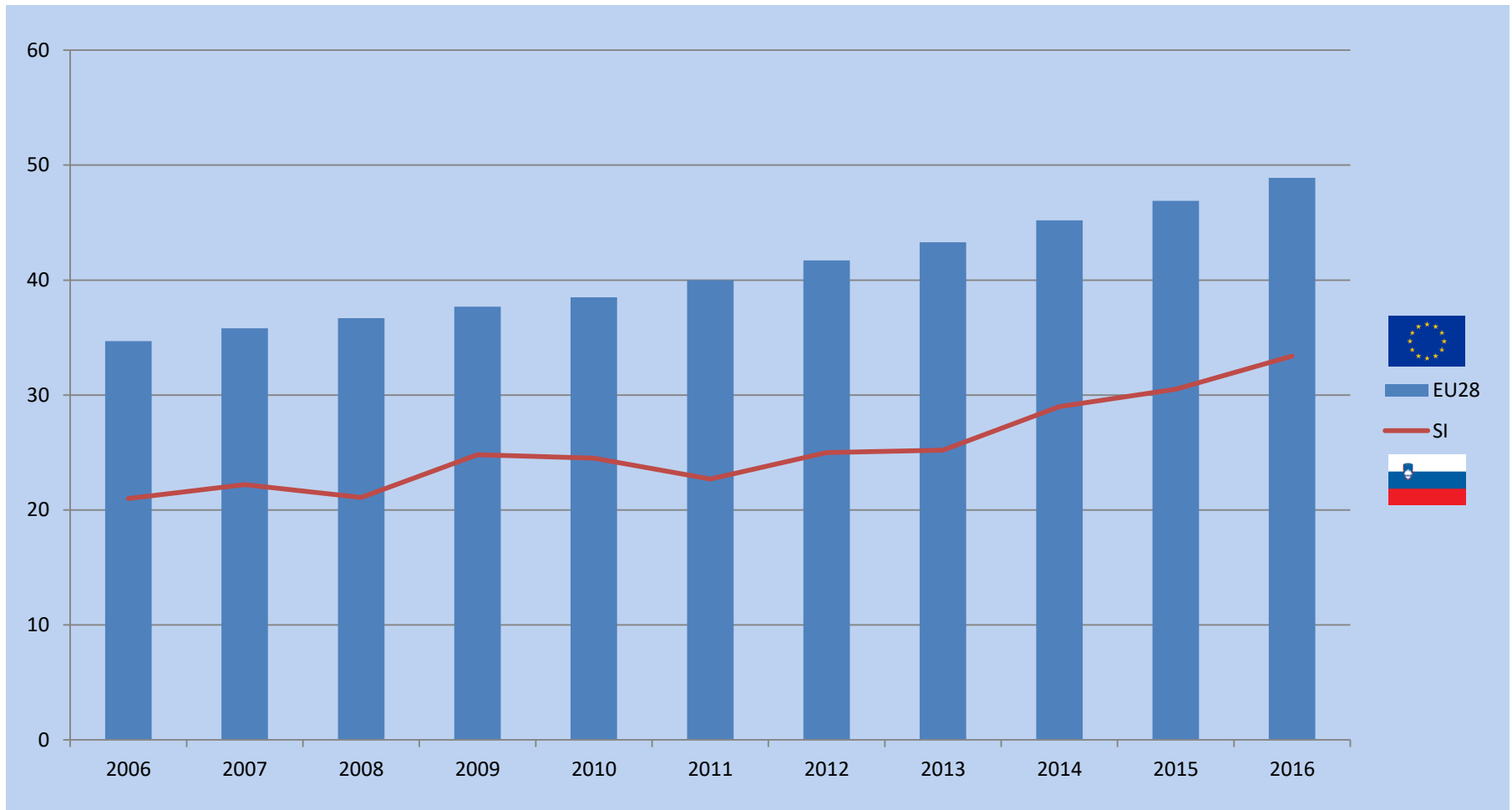


# Employment rates (Total; 55-64 years), 2006-2016



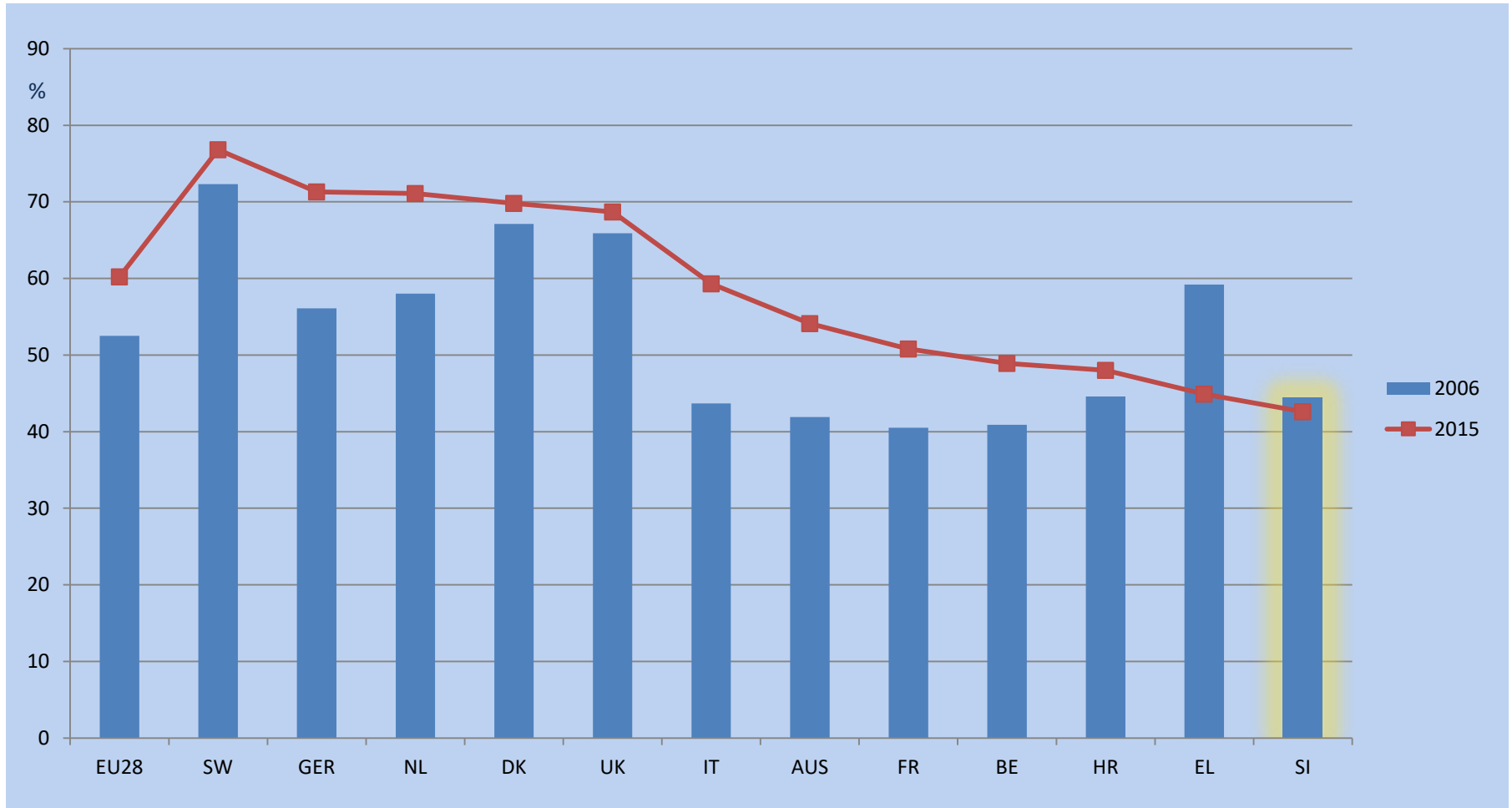
Source: Eurostat database, May 2017

# Employment rates (Total; 55-64 years), 2006-2016



Source: Eurostat database, May 2017

# Employment rates (Male; 55-64 years), 2006 – 2015

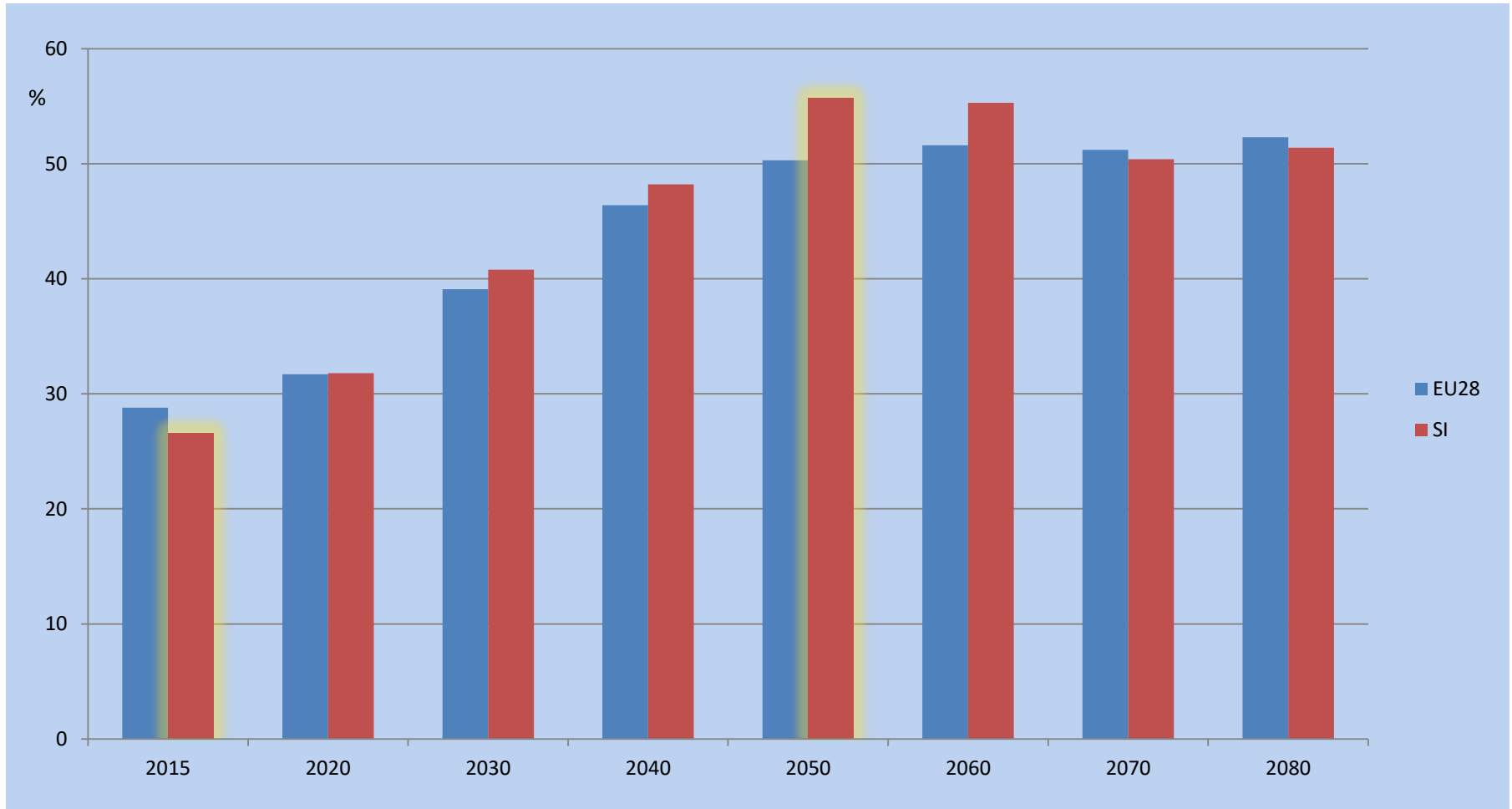


Source: Eurostat, 2017

## 2. Trends and challenges



# Projected Old-Age Dependency Ratio's, 2015-2080 ('65+/15-64' as a %)



Source: Eurostat, 2017

# Relevant questions for EU Member States:

- How to achieve intergenerational fairness?
- How to prevent early retirement?
- How to raise statutory and effective retirement ages?
- How to make work sustainable over the life course?
- How to extend working life (even beyond retirement)?
- How to influence attitudes towards older workers?
- How to adjust societal institutions to longer working life?
- How important are financial incentives?
- How to design the right HR policies?



### 3. European Strategies for Active Ageing





# What is 'Active Ageing'?

- Multi-dimensional concept
- More than just financial systemic sustainability
- Continuing participation of citizens in society
- More older workers



# EU strategies concerning the ageing workforce

Luxembourg Jobs Summit (1997)



EES and Open Method of Co-ordination: agreement on objectives/targets



Employability, combating unemployment, equal opportunities



Not yet specific attention to older workers

# EU strategies concerning the ageing workforce

- Lisbon Strategy (2000-2010): two targets specifically referring to older workers:
  - Increasing average EU employment rate older workers (55-64) to 50% by 2010
  - Progressive 5 years increase in effective average age people retire by 2010.
- Both targets not yet realised by 2010
- But ‘older workers’ and ‘challenges of ageing’ high on agenda

# Europe 2020 strategy:

- Smart, sustainable and inclusive growth
- A priority target: 75% of people (20-64) in work
- Specific objectives for women and older workers to meet the target
- Guideline 6 (sub II): ‘Member States should step up efforts to improve access for all to quality LLL and **implement active ageing strategies that enable longer working lives**’

# Europe 2020 and Active Ageing:

- Working longer and retiring later;
- Lifelong learning and increasing employability;
- Being active after retirement;
- Engaging in health-sustaining activities.
- 2012: European Year of Active Ageing and Solidarity between Generations



# EU guiding principles on Active Ageing in relation to 'employment' (2012):

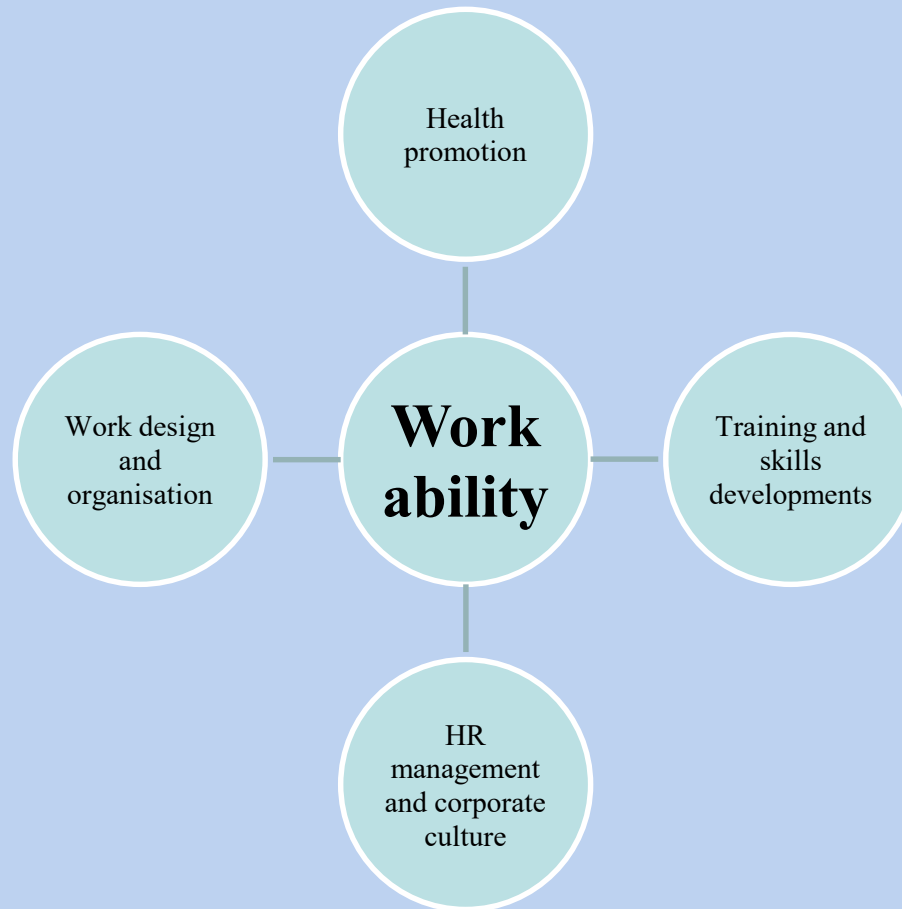
- Continuing vocational education and training
- Healthy working conditions
- Age management strategies
- Employment services for older workers
- Prevent age discrimination
- Employment-friendly tax and benefit systems
- Transfer of experience
- Reconciliation of work and care



# Extending working life: How governments have responded?

- Adaptation of social protection systems
- Activation policies
- Legislation banning age discrimination
- Awareness campaigns to modify attitudes to older workers
- Promoting collective agreements
- Promotion of learning and compensatory education
- Programmes to encourage companies to promote health

# How companies can respond: Measures for an age-friendly workplace



*Ilmarinen and Tempel (2002)*



# Good practice in age management:

- Job recruitment
- Training, development and lifelong learning
- Career development
- Flexible working practice; reconciliation issues; work organisation; working time arrangements
- Health protection and promotion; workplace design
- Redeployment – internal mobility
- Employment exit and transition to retirement

**Towards more comprehensive measures!**

Eurofound (2006): 'Good practice in age management'

# Eurofound research on ageing workforce:

- 1996-7: **Age barriers** in employment
- 2001-2: European Working Conditions Survey
- 2004-5: Employment initiatives for an **ageing workforce**
- 2006: Database of good practice – 200 company case studies  
Guide to good practice in **age management**
- 2007: Working conditions of an **ageing workforce**
- 2010: European Working Conditions Survey
- 2011: Company initiatives for **workers with care responsibilities** for disabled children or adults  
Income from **work after retirement**
- 2012: Policies for **older workers** in the recession
- 2013: Role of Social Partners in **Age Management**  
Sustainable work through the life course
- 2014: Work preferences **after 50**
- 2017: Mid-career review and internal mobility



# Emerging themes:

- Revaluing older workers!
- Need to put in place various policy approaches,
- Simultaneous implementation of policies
- A changing life course perspective
- Education/life long learning/caring systems
- Responsibilities of various actors: both government, social partners, companies and individual workers

## In conclusion:

- Demographic challenge
- EU Active Ageing strategy in place
- Implementation at national and company level





**Thank  
You!!!**

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