

Transnational pilot EU-labour market

Newsflash 05

December 2010

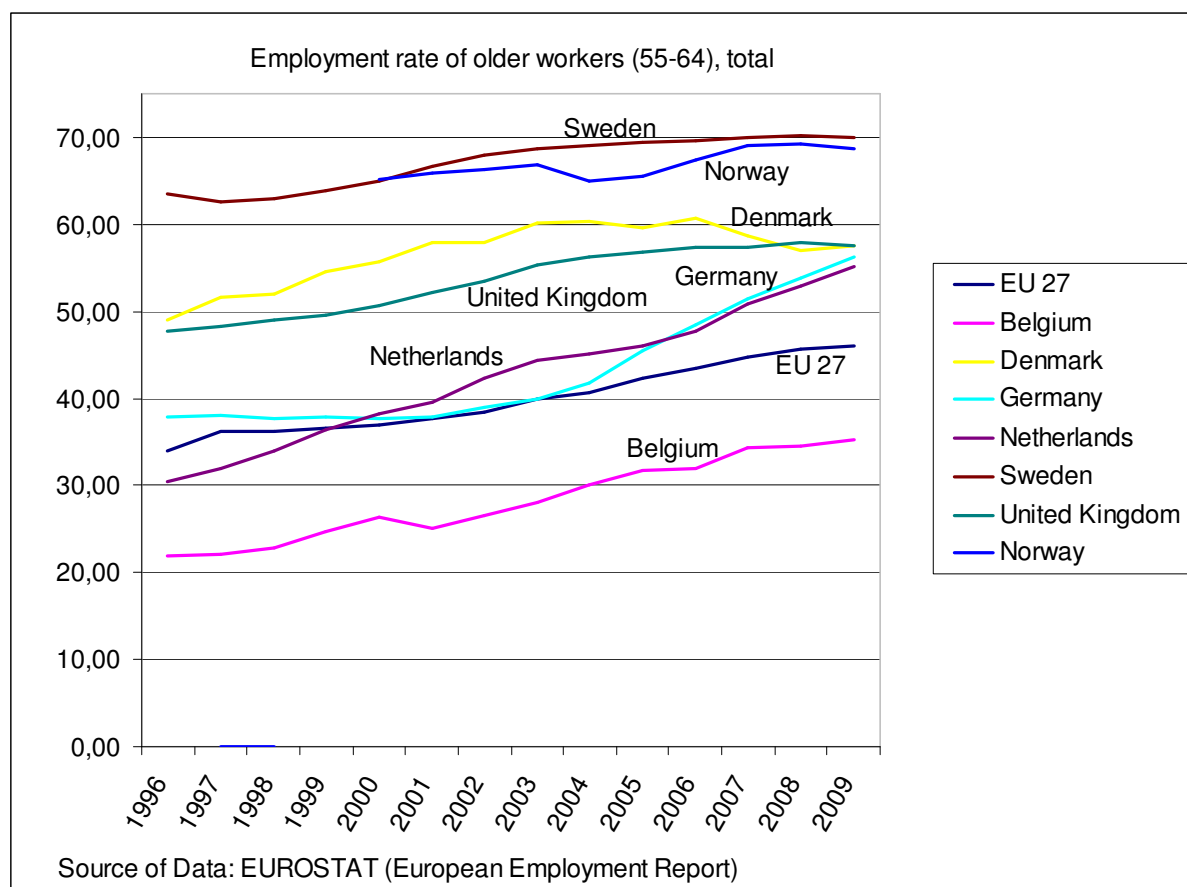
It is a fact that the working population is ageing and the number of older workers is still growing in the future due to the demographic changes and reinforced, not least because of the more and more generalised politics in EU to defer the retirement age. Older workers or elderly looking for an employment have specific competences and needs which differ from young people. Therefore it is necessary to review the existing structures and conditions of work in order to create, adapt and/or maintain systems which correspond to the needs of the older population. The permanently increasing number of studies, surveys and conferences, shows the awareness of the politics, researcher and stakeholders at all levels to take care of the problem. In the following we present amongst others some recent studies and events on this subject matter.

Employment rate of older workers

At the end of the first decade of the new century it is the right time to note the progress that has been made in European labour markets since 2000 and to compare the results for 2009 with those of the preceding years.

The EU Employment rate for persons aged 55-64 has risen substantially since 2000. Increasing by almost 9 percentage points to 46%, it still falls 4 percentage points short of the target set of an employment rate of 50%.

Regarding the situation at the North Sea Region, we see that only Belgium didn't reach the average of the EU 27, despite their impressive increase since the beginning of the century. While Germany and the Netherlands contribute to the increasing employment rate at the European level, the Scandinavian countries remain at their high level of 70%, Denmark is the only one with a decrease.



Working longer through better working conditions, new modes of work and career organisation

These are subjects of a conference held in November in Brussels in the framework of the Belgium EU Presidency and organised jointly by the Belgian Ministry of Employment, Labor and Social Dialogue, the European Commission and Eurofound (European Foundation for the Improvement of Living and Working Conditions). The conference brought together actors from different levels and sectors in order to present the situation over the last years, to reflect on and to discuss necessary changes. Apart from numerous academic contributions as well as good practice examples the conference presented the results of an impact study of the European Commission on the application of the working time Directive 2003/88/EC and the first results of the survey on working conditions in Europe organized in 2010 by Eurofund. The survey of Eurofound examines the evolution of working conditions in Europe over the past 20 years by interviewing both employees and self-employed people on key issues related to their work and employment.

One of the finding of this survey is that 59% of workers in the EU-27 feel that they would be able to do their current job at the age of 60. This means that a substantial number of Euro-

Table 1: Do you think you will be able to do the same job you are doing now when you are 60 years old?

		2000			2005			2010		
		Yes, I think so	I would not want to	No, I don't think so	Yes, I think so	I would not want to	No, I don't think so	Yes, I think so	I would not want to	No, I don't think so
BE	Male	52,7%	11,8%	35,5%	54,4%	9,6%	36,0%	59,6%	15,6%	24,8%
	Female	48,4%	13,5%	38,1%	49,7%	13,5%	36,8%	54,2%	17,1%	28,6%
	Total	50,9%	12,5%	36,6%	52,3%	11,3%	36,4%	57,1%	16,3%	26,6%
DE	Male	67,1%	9,2%	23,7%	70,7%	9,5%	19,7%	72,4%	9,0%	18,6%
	Female	63,4%	10,2%	26,4%	77,0%	7,8%	15,2%	71,4%	11,3%	17,3%
	Total	65,4%	9,7%	24,9%	73,6%	8,7%	17,7%	72,0%	10,1%	18,0%
NL	Male	64,3%	3,9%	31,8%	73,2%	2,6%	24,2%	73,8%	4,2%	22,0%
	Female	61,3%	8,3%	30,4%	70,6%	5,5%	23,9%	77,1%	3,4%	19,4%
	Total	63,0%	5,8%	31,2%	72,1%	3,9%	24,1%	75,4%	3,9%	20,8%
UK	Male	61,1%	11,9%	27,1%	63,6%	21,1%	15,3%	66,0%	14,8%	19,3%
	Female	66,5%	8,4%	25,1%	63,4%	19,0%	17,6%	67,7%	18,9%	13,4%
	Total	63,6%	10,2%	26,1%	63,5%	20,1%	16,4%	66,8%	16,7%	16,5%
NO	Male	0,0%	0,0%	0,0%	74,0%	2,7%	23,3%	69,2%	3,1%	27,7%
	Female	0,0%	0,0%	0,0%	69,4%	2,4%	28,2%	66,8%	3,6%	29,6%
	Total	0,0%	0,0%	0,0%	71,8%	2,6%	25,6%	68,0%	3,3%	28,6%
EU27	Male	58,8%	9,7%	31,4%	58,4%	12,3%	29,3%	59,0%	15,3%	25,7%
	Female	54,8%	11,1%	34,1%	58,0%	12,8%	29,2%	58,3%	16,9%	24,8%
	Total	57,1%	10,3%	32,6%	58,3%	12,5%	29,2%	58,7%	16,0%	25,3%

pean do not feel confident about being able to remain in their current job until the age of 60.

As it could be expected, this depends on the type of occupation workers hold: highly-skilled and clerical workers (as opposed to manual workers), are more confident in being able to remain in their current job until the age of 60.

Reference: Eurofound, European Working Conditions Survey, November 2010,
<http://www.eurofound.europa.eu/ewco/surveys/ewcs2010/index.htm>

Other Information on the conference, contributions and background papers can be found on
<http://www.eurofound.europa.eu/events/2010/ewcs1110/documentation.htm>

Managing an Intergenerational workforce

The European Employment Forum

At the Employment Week 2010, taking place on 24th-25th November in Brussels, more than 300 actors of the private and public sector came together in order to present and debate on recent developments, strategies and partnerships in the field of employment. Some specific sessions focused on initiatives and 'success stories' of employers to retain and motivate older workers .

The model of the company, Sick AG, often honoured for its working conditions as best employer of Germany, is based mainly on three axes, which are lifelong learning and training, flexible worktime with time value accounts and health management and protection.

The company is member of a German network of more than 200 companies called 'Demographie Netzwerk e.V.' which aims to tackle the various issues related to demographic changes companies are concerned by, to report them on political level and to develop and exchange new ideas.

AARP is a nonprofit organization located in US that helps people 50 and over improve the quality of their lives by counseling, encouraging and supporting employers initiatives. It developed special tools, created resource centers and organizes trainings for employers in order to improve their ability to assess, recruit and manage older workers. The AARP also awards employers around the world for demonstrating age-friendly HR policies, recent examples are The Bundesagentur für Arbeit (DE), BT Group (UK) and PUB (Singapore).

CSR Europe, the European business network for corporate social responsibility, presented the results of a working group led by Johnson and Johnson, which developed practical tools that allow other companies and organisations to strengthen their own age managing strategies. In addition CSR Europe created a Collaborative Venture in order to contribute on business level to the "European Year for Active Ageing" in 2012, by sharing the experiences of existing initiatives and developing new ideas, strategies and practical instruments around three main areas : "Active Ageing in employment; Active Ageing through social participation; Healthy Ageing and autonomous living (products and services)"

Contributions (incl. contact details) and background papers can be found on:

- http://www.employmentweek.com/cms.php?page=93&cms_menu_path=66.93
- http://www.employmentweek.com/cms.php?page=200&cms_menu_path=66.200&PHPSESSID=95025a23f34f7d50bda4a2fd1f874bbd

Useful publications

The right skills for silver workers, An empirical analysis, CEDEFOP, 2010

The study explores the various aspects of mismatch between the demand and supply of skills with regard to the ageing workers.

The study can be downloaded on:

<http://www.cedefop.europa.eu/EN/publications/17066.aspx>

Working and ageing Emerging theories and empirical perspectives, CEDEFOP, 2010

The book "addresses the question of what factors enable, or hamper, people to continue working at advanced age; it aims to provide sound and accessible evidence and suggest innovative ways of thinking to support active ageing policies."

The study can be downloaded on: <http://www.cedefop.europa.eu/download-manager.aspx?id=16436&lang=en&type=publication>

Employment in Europe 2010, European Commission, 2010

Annual report on employment of the European Commission with special focus this year on "an assessment of the labour market adjustments since the onset of the crisis" and the flexicurity approach to labour markets"

The report can be downloaded on:

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=593>

Promoting active ageing – capitalising on older people’s working potential, Parliamentary Assembly, Council of Europe; Social, Health and Family Affairs Committee, November 2010

The report can be downloaded on:

<http://assembly.coe.int/Documents/WorkingDocs/Doc10/EDOC12431.pdf>

Up-coming Events

At April 06th 2011 the partners and sub-partners of the INTERREG-projects DC NOISE, Cities in Balance (CIB) and Best-Agers will discuss their experiences. All three projects are developing and testing innovative solutions and tools for managing the consequences of the demographic change.

At that meeting in Groningen (Netherlands) labour market affairs will be the main topic.

Next to the project partners other experts and stakeholders are kindly invited – and are requested to inform the contact persons named below of their coming.

Contact:

Dr. Ulrich Schenck (Lawaetz-Foundation, Hamburg), ++49 (0)40 39 99 36-56, schenck@lawaetz.de

Birgit Rasehorn (INBAS Brussels), ++32 251 275 70, rasehorn@inbas.com