2011/2012 Foundation Seminar Series – Austrian National Report

Martina Lackner / ÖGB
Andreas Gruber / IV
Gerlinde Ziniel / BMASK
## Situation of older workers in Austria

### Demographic Trends

<table>
<thead>
<tr>
<th>Age group</th>
<th>2010</th>
<th>2015</th>
<th>2020</th>
<th>2025</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>8,387,742</td>
<td>8,559,728</td>
<td>8,723,754</td>
<td>8,864,392</td>
<td>8,993,464</td>
</tr>
<tr>
<td>0-2 years</td>
<td>233,598</td>
<td>245,219</td>
<td>249,901</td>
<td>249,125</td>
<td>245,197</td>
</tr>
<tr>
<td>3-5 years</td>
<td>240,429</td>
<td>242,707</td>
<td>251,319</td>
<td>253,475</td>
<td>251,170</td>
</tr>
<tr>
<td>6-9 years</td>
<td>324,548</td>
<td>323,714</td>
<td>333,741</td>
<td>341,014</td>
<td>342,016</td>
</tr>
<tr>
<td>10-13 years</td>
<td>347,662</td>
<td>332,534</td>
<td>329,875</td>
<td>342,088</td>
<td>347,858</td>
</tr>
<tr>
<td>14-17 years</td>
<td>386,776</td>
<td>347,067</td>
<td>341,395</td>
<td>339,183</td>
<td>351,360</td>
</tr>
<tr>
<td>18-29 years</td>
<td>1,283,464</td>
<td>1,286,740</td>
<td>1,240,159</td>
<td>1,177,091</td>
<td>1,157,458</td>
</tr>
<tr>
<td>30-54 years</td>
<td>3,131,786</td>
<td>3,118,581</td>
<td>3,019,191</td>
<td>2,931,045</td>
<td>2,899,375</td>
</tr>
<tr>
<td>55-64 years</td>
<td>959,343</td>
<td>1,070,017</td>
<td>1,244,483</td>
<td>1,324,349</td>
<td>1,239,910</td>
</tr>
<tr>
<td>65-79 years</td>
<td>1,075,127</td>
<td>1,166,779</td>
<td>1,228,094</td>
<td>1,338,202</td>
<td>1,524,264</td>
</tr>
<tr>
<td>80+ years</td>
<td>405,009</td>
<td>426,370</td>
<td>485,596</td>
<td>568,820</td>
<td>634,856</td>
</tr>
</tbody>
</table>
Situation of older workers in Austria
Labour Market Trends

• Austria 2010:
  
  – employment rate of workers aged 15 to 64: 71.7% (in 2000: 67.9%), i.e. slightly above the EU-27 average of 64% (in 2000: 62.1%)

  – employment rate of people aged 50 to 64 was 57% (in 2000: 44%) in comparison to the EU-27 average of 56.7% (in 2000: 49%)

  – employment rate of people aged 55 to 64 was 42.4% compared to 46.3% of the EU-27
Work Organisation

• Regarding the outcome of the questionnaire on adequate work organisation of Eurofound in the working conditions survey the Austrian average is most of the time close to the EU average.

• 52% of the 50+ work on fixed starting and finishing times compared to 56% of all groups. The EU respondents of the 50+ are 58% and 61% for the total.

• 10% of the 50+ in Austria feel discriminated at work compared to the EU-average with 6%. The proportion of the Austrian group of under 30 with 6.8% is lower as the EU-average with 8.6%.
Specific initiatives to promote changes in work organisation in companies – Part 1

• The Austrian Occupational Safety and Health Strategy 2007-2012
  – 2 examples of projects within the framework of the Austrian Occupational Safety and Health Strategy:
    • Project of the Labour Inspection in the hotel and the catering services
    • Project on active ageing of the Austrian labour inspection
Specific initiatives to promote changes in work organisation in companies – Part 2

• NESTOR\textsuperscript{GOLD}
  
  – The NESTOR\textsuperscript{GOLD} is a prize which is awarded to specially engaged companies in the field of active ageing by the Federal Ministry of Labour, Social Affairs and Consumer Protection (BMASK).
  
  – The award is supported by the Chamber of Commerce, the Federal Chamber of Labour, the Austrian Trade Union Federation and the Federation of Austrian Industry.
Specific initiatives to promote changes in work organisation in companies – Part 3

• Impulses against stress („Impulse gegen Stress“)
  – It is a project of the Austrian Trade Union Federation and the organisation humanware. The Austrian Workers' Compensation Board is also a partner.
  – The aims of the project are the following:
    • Effective projects in enterprises to prevent stress in promoting different forms of work organisation
    • Promotion of the developed Impulse-test and the projects concerning stress prevention
Apply the measures to all older workers or to specific groups?

• **Austrian OSH Strategy**: all older Workers.
  – Project of the Labour Inspection in the hotel and the catering services: Enterprises and their workers in the hotel and catering services
  – Project on active ageing of the Austrian labour inspection: Enterprises and their older workers

• **NESTORGOLD**: Applied to specially engaged companies and their older workers in the field of active ageing, who have successfully implemented measures and programs to cope with the regarding challenges.

• **Impulses against stress**: Enterprises and their older workers.
Are these measures temporary or rather ‘structural’?

• Austrian OSH Strategy: 2007 – 2012
  – Project of the Labour Inspection in the hotel and the catering services: Enterprises and employees the hotel and catering services: Temporary running now
  – Project on active ageing of the Austrian labour inspection: 2009-2012

• NESTOR\textsuperscript{GOLD}: The prize is awarded every two years. The last prize-giving was in 2010 so the next one will be 2012.

• Impulses against stress: Temporary - Evaluation 2012
Three short examples of actions taken to adapt work organisation in companies

• Sabtours Reisebüro und Autobusbetrieb GmbH (toursim office and bus driving)

• SONNENTOR Kräuterhandels GmbH – „the pleasure grows“ (nutrition, sale of herbs)

• Wiener Krankenanstaltenverbund – geriatric center Favoriten (geriatric nursing)
MANY THANKS FOR YOUR ATTENTION!

Grazie per avermi ascoltato!

http://www.aktivaltern2012.at/
http://www.arbeitundalter.at