Working conditions of older workers in Europe: highlights

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Why focussing on active ageing?

The “demographic time-bomb”:

Ageing population (▼ of mortality + ▼ of birthrate)

Impact on employment → declining ratio of workers to retirees

Impact on national wealth → reduction of growth rate and declining of GDP
The “demographic time-bomb”: 1990 - 2010

Population’s growth in some EU countries and EU-27 by age groups, between 1990 and 2010 (%)

Source: Eurostat
Population’s growth in some EU countries and EU-27 by age groups, between 2010 and 2030 (%)
Evolution of elderly to youth rate (ER) and of dependency rate (RD), years 1990-2010 and projections to 2060 (%)

\[
ER = \frac{Pop_{\geq 65}}{Pop_{\leq 14}} \times 100
\]

\[
RD = \frac{Pop_{\leq 14} + Pop_{\geq 65}}{15 \leq Pop \leq 64} \times 100
\]

Source: Eurostat
Impacts on the labour market

decrease of population aged 15-64 will require

general increase of employment rates

stay longer at work
Employment rate for population aged 15-64 and 50-64 in some EU countries and in EU27, year 2010 (%)
Average exit age from the labour force in some EU countries and in EU27, years 2001-2009 (%)

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Source: Eurostat
How to keep workers aged 50+ longer at work?

Improving working conditions in the areas of:
work organisation
health and wellbeing
training and skills development
5th European Working Conditions Survey

- Covering EU and neighbouring countries
  - 5th EWCS (2010): 34 countries: EU27 + NO + ACC3 + IPA3
  - 43,816 interviews (1000-4000 interviews per country)
- Cross sectional survey
- Surveying workers
  - employees and self-employed (15+; LFS definition)
- ‘Face to face’ interviews at peoples’ homes
  - Average duration 40 minutes
- Same questionnaire translated in all languages
  - 2010: 25 languages and 16 language variants
Different dimensions of quality of work and employment

- Health and well-being / Risk exposure
- Employment security / retirement schemes
- Quality of Work and Employment
- Work – life balance / flexible arrangements
- Skills / ICT
No age differences when workers are asked ‘if working hours fit in with other commitments’ (up 35, 36-49, 50+)

Part-time work by gender and age % (EU 27)
Training provided by employer over the past 12 months (%)

...and 55+ have more limited access to new ICT technologies
In general, no relevant differences in terms of risk exposure, even slight reduction with increasing age but.....

Work affects my health negatively (%)
Job security dimension

Job and employment (in)security, by age and by gender (EU 27)

- Male
  - under 25: 40%
  - 25-34: 35%
  - 35-49: 30%
  - 50+: 20%

- Female
  - under 25: 50%
  - 25-34: 45%
  - 35-49: 35%
  - 50+: 25%

Legends:
- Blue: might lose job in next 6 months
- Red: easy to find comparable job
In general, objective working conditions are not worse for 50+ workers than for other age groups: work-life balance, risk exposure, job security (for some indicators better working conditions)

However, specific aspects to be consider: to some extent less participation in training, when unemployed high risk of being for long term, at the same level of risk exposure more impact of work on health
Able and willing to do the same job at 60?

- Yes, I think so
- I would not want to
- No, I do not think so

Work sustainability (subjective indicator)
Factors related to work ability at 60

- Low exposure to some physical risks
- Lack of harassment
- Career prospects
- Well paid
- Training / work place innovation
- Good work-life balance

Factors related to job satisfaction

- Well paid
- Career prospects
- Good work-life balance
- Health not at risk (physical and psychological)
- Own initiative
What can be done?

- Maintaining good work life balance (organisation of working time)
- Skills and performance development
- Reduction to risk exposure (especially physical)
- Psychosocial aspects (discrimination, harassment)
- Health promotion
- Motivational aspects (pay, own initiative, career, autonomy)
- Sectoral approach
- Life course perspective of work sustainability
- Work organisation combining different ages
- Raising awareness of the value of experienced workers
Study “The role of governments and social partners in keeping older workers in the labour market”

Scope: EU 27

Aims:
- Mapping initiatives to improve quality of work and to create working conditions which promote longer working life.
- Assessment of the initiatives
Grazie
Thank you!

http://www.youtube.com/watch?v=PyRkFBR0Y1o&feature=player_embedded