EMPLOYMENT RATE IN LUXEMBOURG BY AGE CATEGORY AND SEX, 2010 (IN%)
EVOLUTION OF THE DISTRIBUTION OF UNEMPLOYMENT IN LUXEMBOURG, BY AGE

Source: Statec (Luxembourg)
Vocational training must be considered, in the same way as the adjustment of working conditions, as one of the essential ways for accessing active ageing. It is one way to maintain the employability of aging workers, in order to retain them as long as possible in activity.
INDIVIDUAL ACCESS

- Since 2007, a special training leave aims at allowing employees to participate in continuing training and this for a period of 80 days during their professional career.
Répartition des demandeurs par tranche d'âge

(au moment de la date d'entrée de la demande)

2008-2011
Répartition annuelle des demandeurs par tranche d'âge

(au moment de la date d'entrée de la demande)
COLLECTIVE ACCESS

- Aware of the worth of vocational training, the legislator introduced in 1999 a system of financial support for companies who practice a conscious policy of vocational training. This system has just been adapted, in particular by strengthening the aid for the training of older and low-skilled employees.

- Thus the State participation in the cost of the investment in vocational training generally amounts to 20%, but is increased by 15% of the salary costs of participating employees who are older than 45 years.
A 2004 survey by the CEPS/Instead Institute found that the prospect of recycling seems rather poorly developed: indeed, about \( \frac{3}{4} \) of training courses followed by employees, regardless of their age, are aiming at their "adapting to the work station", which suggests that they are rather designed in a perspective of perfecting. \(^1\)

\(^1\) Source: PSELL II (Panel Socio-Economique “Liewen zu Letzebuerg”), 2001, CEPS/INSTEAD.
• According to statements from employers who regularly occupy older workers and who have developed a continuing training program between January 2003 and April 2004
• 76% say that they train older workers as much as the other employees
• 2% state that they train them more than the other employees
• 12% say that they train them less than the other employees and
• 10% reported that they haven’t trained them at all throughout the study period.
• Thus, 78% of companies train the older workers as much (or more) than the other employees and
• 22% train them less or not at all.
The companies who have reported that they train their older workers less than the other age categories or that they don’t train them at all, have been questioned about the reasons explaining this attitude. Three key elements emerged:

• 50% of them say that older workers have less needs to be trained than their younger counterparts,
• 25% state that there are less applicants among the older workers and
• 25% report that the older workers do not show any interest in continuing training.
• In summary, 50% of the companies explain the reduced access of older workers to training by their lesser needs and the other half explain it by the lesser willingness of older workers to access training.
• Statements of employees of these companies report on a limited access for aging employees. Indeed
• 12% of older workers were trained during the year 2001
• while this was the case for 22% of the employees who are under 35 years
• and for 18% of those aged between 35-50 years.  

2 Source: PSELL II, 2001, CEPS/INSTEAD
1. Older employees benefit more often from the same access to training, compared to young people, if the training effort made by the company relates to a high number of employees. In other words, it seems that older workers are selected as the last to benefit from training.
2. Older workers are half as likely to have access to training as their younger counterparts.

3. Close to 60% of training given to older workers concern the most skilled jobs and virtually none concerns the least skilled jobs. For the lower age groups, the distribution of training across professions is much more homogeneous.
This package makes it an obligation for the employer of more than 150 employees to develop an age management plan covering at least three of the following items:

- recruitment of older employees in the company;
- anticipation of the development of the professional career;
- improvement of working conditions and prevention of difficult work situations with potential after-effects in terms of health;
- implementation of measures of health prevention such as periodic preventive medical examinations (medical check-up), school of the back, ...
- adapting of the career ends and of the transition between activity and retirement;
- development of skills and qualifications and access to training;
- transmission of knowledge and skills, and the development of tutoring.