DEMOGRAPHIC CHANGES AND THEIR CONSEQUENCES ON LABOUR MARKET IN SLOVENIA

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Demographic changes

Consequences / challenges

- Pension system
- Labour market
- Occupational safety and health
- Health care
- Long term care
Population projections for Slovenia, EUROPOP2008 for 1. 1. 2030

Population per 1 January 2030

Source: Eurostat, 2008; EF.
Population projections ERUOPOP2008 – rate of basic age groups (contingencies) of population as a share of the whole Slovenian population in the period 2008-2060

Source: Eurostat, EF.
Ratio: numbers of pensioners vs. number of employees
Future challenges

➢ Pension expenditures
  - risk of sustainability and adequacy of the system
  - risk on intergenerational solidarity

Measures:
  - Raise of the effective retirement age
  - Raise of the employment rate of the age group 55 to 64 to 68 % by 2040
Future challenges

- Labour market
  - Lack of workforce
  - Low employment rates of older
  - Dualism of labour market
  - Conflict of generations (X, Y) in the labour market
  - Working conditions
Future challenges

- Work organisation

Employability of the older workers:
- definition of older worker
- rights/Conditions – linked to the age of worker
- new forms: job sharing
- gradual transition to retirement
Conclusions

New solutions are needed in the field of:

- Work organisation
- Safety and health at work
- Employment relationships
Conclusions

Ageing of population is not a problem – it is a CHALLENGE

WE HAVE A RESPONSIBILITY TO DEAL WITH THIS CHALLENGE TOGETHER