

Celebration of the “European Day of Solidarity between Generations”

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Session “Active working life”

What will determine older workers’ employment prospects?

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What will determine older workers' employment prospects?

Issues for consideration

Fiscal consolidation and pension reform

Preparing for the longer-term

Changing ways of thinking

What still needs to be addressed

Summary

What will determine older workers' employment prospects?

Fiscal consolidation and pension reform

What is prescribed

- increasing pension age/reducing early retirement

Short-term implications

- blocking opportunities for young people?

What is happening

- return of early retirement
- increasing unemployment amongst old people
- damaged retirement expectations/incomes

What will determine older workers' employment prospects?

Preparing for the longer-term

What is happening with the labour force

- end of rapid growth
- stabilisation and even decline
- contribution of older people to meeting Lisbon “targets”

Strategic versus tactical thinking

- employers constrained by short-term (now “the crisis”)
- “good practice”, its sustainability and transferability
- older worker “deficiencies” and older workers as “labour reserve”
- need to change ways of thinking

What will determine older workers' employment prospects?

Changing ways of thinking

What are the “problems”

- productivity, depends on job and on person and not all one way
- absence, different and not necessarily as disruptive
- willingness/ability to learn, depends on what learning is/how it occurs
- amortisation time, but determined by retirement age and otherwise long

Scientific studies and their influence on practice

- accommodation to past demographic and social change
- prevalence of “lump of labour” thesis

What will determine older workers' employment prospects?

What still needs to be addressed

The growth of the “very old” population

- who provides the “informal care” workforce?
- employment rates of older women and provision of care services
- fiscal implications of providing social care

The health of the older workforce

- assumption that older people can work
- morbidity in later working age
- life-style induced disease (obesity)
- work-related stress

What will determine older workers' employment prospects?

Summary

Going round in circles

- there is more to learn
- adaption occurs but not always smoothly

Employment policy not self-standing

- coordination with social and fiscal policy
- beyond “streamlining”

Challenges still to be addressed

- work organisation
- role of social partners and government BUT also of work-place actors AND of individuals