

# **From Visions to Actions: Closing Conference for the European Year for Active Ageing and Solidarity between Generations 2012**

**Lefkosia (Nicosia), December 10th, 2012**

**Session: Enhancing opportunities for employment, social participation, and independent living**

## **What will determine older workers' employment prospects?**

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# **What will determine older workers' employment prospects?**

## **Issues for consideration**

**The “crisis” and “more immediate” considerations**

**What we must not forget**

**Beyond “conventional” employment policy**

**What we have to recognise**

# What will determine older workers' employment prospects?

## The “crisis” and “more immediate” considerations

### Fiscal consolidation

- increasing pension age (real fiscal gains)
- but requires reducing early retirement (*sine qua non*)

### What is happening

- increasing unemployment amongst old people
- return of early retirement/early exit?
- high youth unemployment/“intergenerational conflict”
- power of “lump of labour” thesis

### So much for “Year of Active Ageing”?

- EPSCO “Guiding Principles”

# What will determine older workers' employment prospects?

## What we must not forget

### Labour force projections

- end of rapid growth/stabilisation and even decline
- contribution of older people to meeting 2020 “targets”

### Strategic versus tactical thinking

- evidence of “advantages” as well as “disadvantages”
- complements not substitutes/which countries performed well?
- “experience” not enough, “skills obsolescence”
- importance of **life-long** learning, not training **older** workers

# What will determine older workers' employment prospects?

## Beyond “conventional” employment policy

The growth of the “very old” population

- employment of older women and provision of care services
- elder-care implications for employers
- fiscal implications of providing social care

The health of the older workforce

- assumption that older people can work
- life-style induced disease (e.g., obesity)
- work-related stress

# What will determine older workers' employment prospects?

## What we have to recognise

“Employment” policy not enough

- coordination with social and fiscal policy
- role of social partners and governments BUT also of work-place actors AND of individuals

There is more to be learnt

- working longer not unreasonable
- mortality improvements  $\neq$  morbidity improvements
- importance of macro-economic environment

