



**Ministry of Labour and Social  
Insurance  
Social Welfare Services**

**2007 UNECE MINISTERIAL CONFERENCE ON  
AGEING**

**Panel 4**

*Living longer – working longer: challenges for  
education, labour market and social protection*

**CYPRUS STATEMENT**

Leon, Spain, 6 – 8 November 2007


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**FACT**

**LIVING  
LONGER**

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# LIFE EXPECTANCY



Cyprus 2004 - 2005		EU*		World*	
Men	Women	Men	Women	Men	Women
77 years	81,7 years	75,6 years	81,7 years	63,6 years	68 years

\*Population Statistics for 2004, Eurostat edition 2006.

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Living Longer

Healthy Ageing

Working Longer



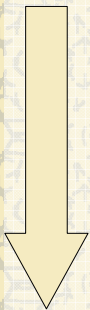
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## HEALTHY AGEING

- ✦ Life course perspective – reduction of health risks at all stage of life
- ✦ Preventive programmes
- ✦ Early detection services
- ✦ Plan of Action for Healthcare of Older Persons (2004 – 2014): Emphasis on the integration of services at both primary and secondary health care levels

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## Working longer - necessary response to population ageing

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- ↓ Total fertility rate has been falling (1,44 in 2006)
  - ↓ Below replacement level (2,10) since 1996
  - ↓ Proportion of children under 15 has been declining (18% in 2005, 25,4% in 1992)

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**Working Longer must be  
perceived as**

**ACTIVE AGEING**  
**in a broader sense**

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**NATIONAL ACTION PLAN FOR  
OLDER PERSONS  
(2005 – 2015)**

**Includes measures to:**

- ✚ Promote the healthy and active participation of older persons in work **AND** society at large
- ✚ Strengthen intergenerational solidarity

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## CYPRUS

1. High Growth  
**3.8% in 2006**
2. Low Fiscal Deficit  
**1,5% in 2006**
3. Low Public Debt  
**65,3% in 2006**
4. Relatively stable inflation rates  
**2,5% in 2006**

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## CYPRUS

5. High Employment Rate

Men	Women
79,4%	60,3%

Total Employment Rate: 69,6%

6. Low Unemployment

Men	Women
3,9%	5,4%

Total Unemployment Rate: 4,5%

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## RISK

Long term sustainability of public finance in view of the budgetary impact of an ageing population.

Pension systems – dependency ratio (65+/15-64)

### MORE THAN DOUBLE

2006	2050
17,6%	43,2%

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## CHALLENGES

### In the area of employment

- ✚ To maintain high rates of increase in labour market
- ✚ To raise participation of inactive groups of people (women, young persons, persons with disabilities and other vulnerable groups)

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## EMPLOYMENT RATE OF OLDER PERSONS

(Persons aged 55 – 64)

Cyprus	European Employment target by 2010	National target by 2010
53,6%*	50%	53%

\* Men: 71,6%, Women: 36,6%

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## OLDER WOMEN

✚ Proportion of women leaving employment in the age group 50 – 59 = three times higher than that of men

✚ Substantial differences also in age groups 60 – 63 and 64+

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# CHALLENGES

## Social Protection and the Labour Market

### FIRST:

To contain the projected high increase in age-related expenditure in the period up to 2050 and reduce the risk to long-term sustainability

### SECOND:

To review the low age of mandatory retirement in public sector and age of pension entitlement

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# CHALLENGES

## Social Protection and the Labour Market

### THIRD:

To design incentives for older persons to remain in employment for a longer time, including the enhancement of care facilities to attract older women to employment

### FOURTH:

To combat age-based discrimination and establish incentives for employers to recruit older workers

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## EDUCATION

Tertiary Education

Age Group 25 - 64

Cyprus	EU
30,5%	22,8%

Upper Secondary Education

Age Group 25 - 64

Cyprus	EU
69,5%	70,0%

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## CHALLENGES

**Education**

FIRST:

To promote life-long learning and updating of skills

SECOND:

To promote a life course perspective for the reduction of health risks at all stages of life, particularly high risk behavioural factors

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## **HIGH RISK BEHAVIOURAL FACTORS**

- ✘ Tobacco use
- ✘ Lack of physical activity
- ✘ Inadequate diet

Can be modified through preventive education programmes

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## **OVERARCHING CHALLENGE**

**TO INVOLVE ALL RELEVANT SECTORS OF SOCIETY AND REACH CONSENSUS ON ACTIONS**

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## **ULTIMATE CHALLENGE**

**ACHIEVE A HOLISTIC  
APPROACH TO THE  
DEMOGRAPHIC IMPLICATIONS  
ON EDUCATION, THE LABOUR  
MARKET AND SOCIAL  
PROTECTION**

**SYNERGY BETWEEN POLICIES**

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