

Panel d RAPORT
on Ministerial Conference on Ageing in Leon 6-8 Nov
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We haven't achieved MIPAA and RIS most important criteria living longer WORKING LONGER what we have agreed upon.

CURRENT SITUATION:

- We observe 3-10 years later labour market entry, earlier workforce exit, „prime age“ 25-54 - contradicting both ageing and longevity
- The „end of the demographic bonus“ - periodization for EU-27 and a majority of UNECE member states:
- 2007 - 2011: last „window of opportunity“ for structural reforms
- 2012 - 2017: population of working age starts shrinking, but rising employment - and immigration - may temporarily offset this trend (required LF immigration 2-9 times the numbers projected?)
- After 2018: ageing effect will become dominant throughout region

Policy conclusions

Demographic ageing does not cause problems only in social sphere or labour market. It has the influence to all aspects of individual level and to all fields of policies on society level. Therefore the response to this problem can't be limited to a changing the retirement system. From economical discourse we have to move to more holistic approach.

- Combating age discrimination and eradicating forced retirement
- Increasing opportunities and choices for flexible retirement
- Helping to break age related images or prejudices in working place and also in society
- Encouraging the intergenerational solidarity on family level and society level. Child-grandparent campaigns- what they can learn from each other and to encourage them supporting each other.
- Changing employers attitudes and practices by eliminating employment barriers and taking over a certain extent of economical responsibility while hiring the elderly people.
- Individual approach is stressed because elderly people have different needs, educational, health and family-situation back ground. They aren't to be taken as homogeneous group. Policies should provide safety-nets when and to whom needed.

- Life long learning, updating skills, learning new competences-„second chance“ education
- Promoting life course perspective of education of reduction of health risks- healthy living.
- Fully integrating foreign-born residents and citizens who may significantly differ in their work and retirement behaviour. Emigration- to attract own citizens to return from guest-work abroad.
- System that stimulates working while retired. System of social protection should help elderly people to adapt to their new social status.
- Lifetime indexing“: Linking work and pension duration to life expectancy (analogous to pension indexation to inflation)
- Taking into account gender mainstreaming aspect

To sum up, governments together with employers, unions and civil society have a key role in meet both economical and lets call it emotional needs of elderly: activeness in labour market and feeling full filled and needed while giving their valuable contribution to society.