



UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

Population Activities Unit
www.unece.org/pau

Background Document

for the 2007 UNECE Ministerial Conference on Ageing

First meeting of the Preparatory Committee for the UNECE Ministerial
Conference on Ageing
Geneva, 12-13 July 2007



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Country reports

- “Guidelines for Reporting on National Follow-up to MIPAA/RIS”
 - Aim at
 - assisting Member States in compiling the report
 - harmonised structure of reports
 - Close correspondence with the RIS commitments
 - Inviting for participatory assessment in a chosen priority area
- Background material for the Ministerial Conference on Ageing
- Source for the summary report on the implementation of MIPAA/RIS in the UNECE region



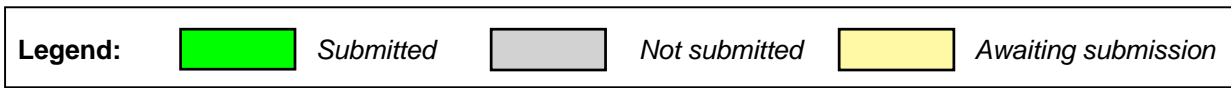
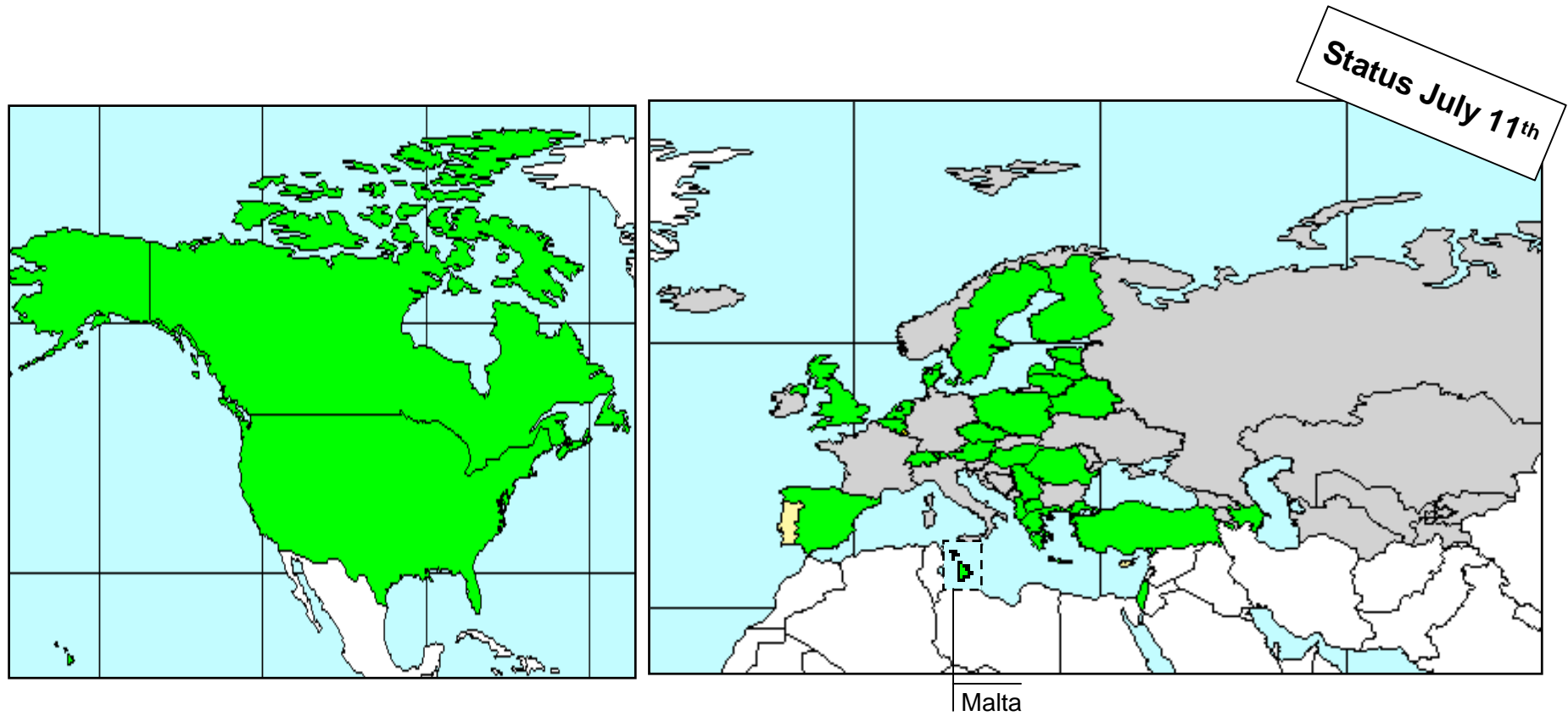
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Summary Report: Structure

- Introduction
- Methodology
- Overview of priority areas chosen by countries and reported activity levels by areas of RIS commitment
- Summary of reported activities undertaken in each commitment area
- Conclusions



Out of 56 member states 28 have submitted their country report so far, 1 is awaiting submission





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Example of one commitment area

- 1 Mainstream Ageing in all Policy Fields
- 2 Ensure full Integration and Participation of Older Persons in Society
- 3 Promote Equitable and Sustainable Economic Growth
- 4 Adjust Social Protection Systems
- 5 Enable Labour Markets to Respond**
- 6 Promote Life-Long Learning and Adapt the Educational System
- 7 Strive to Ensure Quality of Life at all Ages and Maintain Independent Living Including Health and Well-Being
- 8 Mainstream Gender Approach in an Ageing Society
- 9 Support Families that Provide Care for Older Persons and Promote Intergenerational and Intra-Generation Solidarity
- 10 Promote The Implementation and Follow-Up of the RIS

Today's Meeting



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Commitment 5 “Enabling Labour Markets” can be structured along a two by two grid

	Employers	Employees
Incentive Policies	<ul style="list-style-type: none"> ▶ Wage/insurance subsidies for employing older employees ▶ Reduction of ancillary wage cost ▶ Employer award for best practices ▶ Consulting and training services related to ageing workforce offered to employers ▶ Tax breaks for on the job trainings for older workers 	<ul style="list-style-type: none"> ▶ Tailor-made vocational trainings for older workers and women, partly with support of the European Social Fund ▶ Motivational programs ▶ Entrepreneurial training and credits for start up of SME ▶ Flexible working conditions allow part time work and job sharing before and part time pension after retirement ▶ Opportunity to combine pension with work, e.g. through on-call pool of retired workers for temporary projects ▶ More years worked resulting in higher pensions ▶ Tax credit offered to workers who stay in work after reaching official retirement age ▶ Right to a job with the local authorities for older long term unemployed ▶ Prevention fund against wear and tear of the workforce ▶ Initiatives to improve child and elderly care in order to free
	<p>General attitude campaigns aiming at both employers and employees Development of web-based job exchanges for employers and employees</p>	
Regulatory Policies	<ul style="list-style-type: none"> ▶ Banning of age discrimination ▶ Penalty payment for dismissing older employees ▶ Special protection for employees with only a few years to retirement ▶ Employees hired last have to be fired first ▶ Investigation of gender wage differentials 	<ul style="list-style-type: none"> ▶ Increase in official retirement age ▶ Introduction of disincentives for early retirement ▶ Support allowance payment for unemployed tied to fulfillment of agreed responsibilities
Research	<ul style="list-style-type: none"> ▶ Set up of government funded research projects and think tanks around Population Ageing 	



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Commitment 5, Details: Employers/Incentives

	Employers	Employees
Incentive Policies	<ul style="list-style-type: none"> ▶ Wage/insurance subsidies for employing older employees ▶ Reduction of ancillary wage cost ▶ Employer award for best practices ▶ Consulting and training services related to ageing workforce offered to employers ▶ Tax breaks for on the job trainings for older workers 	<ul style="list-style-type: none"> ▶ Tailor-made vocational trainings for older workers and women, partly with support of the European Social Fund ▶ Motivational programs ▶ Entrepreneurial training and credits for start up of SME ▶ Flexible working conditions allow part time work and job sharing before and part time pension after retirement ▶ Opportunity to combine pension with work, e.g. through on-call pool of retired workers for temporary projects ▶ More years worked resulting in higher pensions ▶ Tax credit offered to workers who stay in work after reaching official retirement age ▶ Right to a job with the local authorities for older long term unemployed ▶ Prevention fund against wear and tear of the workforce ▶ Initiatives to improve child and elderly care in order to free resources for the job market
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Commitment 5, Details: Employees/Incentives

	Employers	Employees
Incentive Policies	<ul style="list-style-type: none"> ▶ Wage emplo ▶ Reduc ▶ Empl ▶ Consu workf ▶ Tax b 	<ul style="list-style-type: none"> ▶ Tailor-made vocational trainings for older workers and women, partly with support of the European Social Fund ▶ Motivational programs ▶ Entrepreneurial training and credits for start up of SME ▶ Flexible working conditions allow part time work and job sharing before and part time pension after retirement ▶ Opportunity to combine pension with work, e.g. through on-call pool of retired workers for temporary projects ▶ More years worked resulting in higher pensions ▶ Tax credit offered to workers who stay in work after reaching official retirement age ▶ Right to a job with the local authorities for older long term unemployed
Regulatory Policies	<ul style="list-style-type: none"> ▶ Banni ▶ Penal ▶ Speci years ▶ Employees hired last have to be hired first ▶ Investigation of gender wage differentials 	<ul style="list-style-type: none"> ▶ Prevention fund against wear and tear of the workforce ▶ Initiatives to improve child and elderly care in order to free resources for the job market
Research	<ul style="list-style-type: none"> ▶ Set up of government funded research projects and think tanks around Population Ageing 	



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Commitment 5, Details: Incentives across Employers/Employees

	Employers	Employees
Incentive Policies	<ul style="list-style-type: none"> ▶ Wage/insurance subsidies for employing older employees ▶ Reduction of ancillary wage cost ▶ Employer award for best practices ▶ Consulting and training services related to ageing workforce offered to employers ▶ Tax breaks for on the job trainings for older workers 	<ul style="list-style-type: none"> ▶ Tailor-made vocational trainings for older workers and women, partly with support of the European Social Fund ▶ Motivational programs ▶ Entrepreneurial training and credits for start up of SME ▶ Flexible working conditions allow part time work and job sharing before and part time pension after retirement ▶ Opportunity to combine pension with work, e.g. through on-call pool of retired workers for temporary projects ▶ More years worked resulting in higher pensions ▶ Tax credit offered to workers who stay in work after reaching official retirement age ▶ Right to a job with the local authorities for older long term unemployed ▶ Prevention fund against wear and tear of the workforce
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Commitment 5, Details: Regulatory/Employers

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Commitment 5, Details: Regulatory/Employees

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5 Commitment 5, Details: Research

	Employers	Employees
Incentive Policies	<ul style="list-style-type: none"> ▶ Wage/insurance subsidies for employing older employees ▶ Reduction of ancillary wage cost ▶ Employer award for best practices ▶ Consulting and training services related to ageing workforce offered to employers ▶ Tax breaks for on the job trainings for older workers 	<ul style="list-style-type: none"> ▶ Tailor-made vocational trainings for older workers and women, partly with support of the European Social Fund ▶ Motivational programs ▶ Entrepreneurial training and credits for start up of SME ▶ Flexible working conditions allow part time work and job sharing before and part time pension after retirement ▶ Opportunity to combine pension with work, e.g. through on-call pool of retired workers for temporary projects ▶ More years worked resulting in higher pensions ▶ Tax credit offered to workers who stay in work after reaching official retirement age ▶ Right to a job with the local authorities for older long term unemployed ▶ Prevention fund against wear and tear of the workforce ▶ Initiatives to improve child and elderly care in order to free
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Thank you for your attention.