



Norwegian Ministry
of Labour and Social Affairs

Encouraging Longer Working Life and Ability to Work

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Expert Panel II

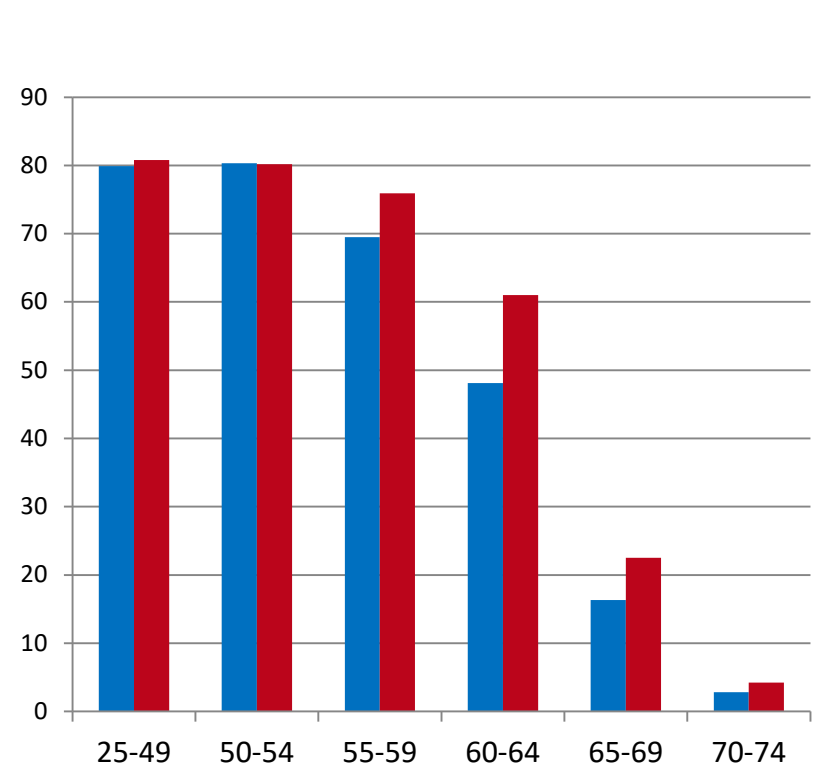
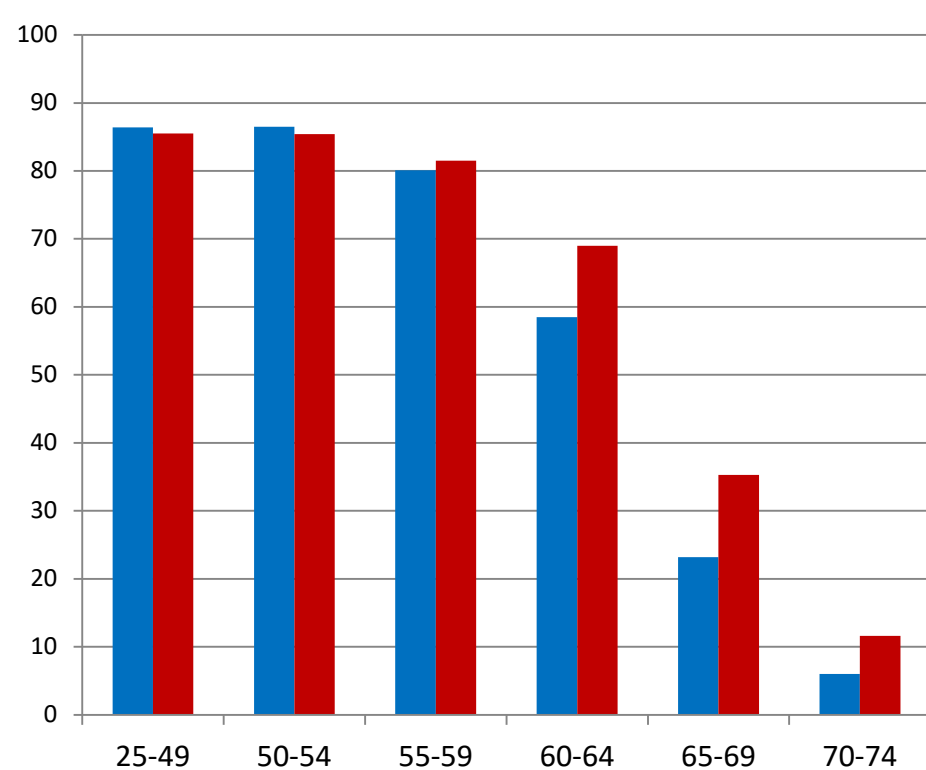


High and increasing senior employment rates in Norway

Employment rates (%) by age, 2005 (blue) and 2015 (red)

Men

Women



Broad and Universal Strategies

- Equality and an Confidence
- Universal Education and Health Services
- Employment-oriented Economic Policy
- Tripartite Cooperation on Employment-, Income- and Social Policies
- Active and Universal Labour Market Policy
- Pension reform



Present Models of Age Management in Enterprises

- Knowledge-based Information about senior resources
- Age-specific working adjustments and benefits
- Life-course oriented HR policies & management



New Working Conditions and Technologies - *Challenges*

- ❑ **Transforming** economies, labour markets and working lives
- ❑ **New Industries** («4.0») & Creative Destruction
- ❑ **Too Early Exit** through long term Unemployment and Disability pension
- ❑ Ageing too **Unequally**?



New Working Conditions and Technologies - Potentials

- Age-integrated life course approach (UNECE PB 19)
- Life-long and work-life based learning and training
- Transformable working-life
- Jobs- and career mobility – also after 50
- Flexible work & retirement arrangements
- New types of jobs and job arrangements

