Encouraging Longer Working Life and Ability to Work

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High and increasing senior employment rates in Norway
Employment rates (%) by age, 2005 (blue) and 2015 (red)
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