Statement for the Expert Panel: promoting longer working life and maintaining workability

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I am convinced, that a multifocal approach is necessary to maintain or enhance workability and thus to make a longer working life possible:

1) **Work reform**: design work more flexible in the sense of quantity and create it qualitatively more attractive for (older) employees. Here companies need support and counselling, because many of them have not learned about needs and potentials of different age groups yet. Also the integration of people with reduced workability back to work should be achieved, by adjusting workplaces, contents, procedures etc.

2) **Attitude reform in society**: Work itself can be a potential for health, social development or recognition. Still many look on work as load and burden, which one should overcome as quickly as possible. A rigorous effort should be taken - beginning already in school - to alter the image of work.

3) **Retirement reform**: reduce the quota of early retirement pensions by creating incentive systems for employees to make working longer more attractive and by abolishing models, e.g. that allow healthy people to retire early only due to insurance years (Hacklerregelung).

4) **Cooperation reform**: maintain workability needs a coordinated harmonised inter-disciplinary and inter-ministry co-operation. Disciplines like education, health, social-policies, economics, labour etc. should pull together to be successful.

In my statement at the panel I will highlight some models of good practice in Austria especially on the work and attitude level. One example will be the Programme “Fit for the future – maintaining workability”.

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