Session 1

Recognizing the potential of older people

Chair: Boo Johansson, University of Gothenburg, Sweden
What are the potentials of older people?

Integrating an individual and cultural perspective

Andreas Kruse, University of Heidelberg
Integration of vulnerability and potential perspectives

- Increases in vulnerability
- Continuity of ageing processes
- High intra-individual variability of physical and cognitive performance, not infrequently also of emotional well-being
- Most older people manage to psychologically master challenges and to maintain a positive attitude to life
- Ability to adapt depends on care structures, in which people not only receive care, but can also give it
Integration of vulnerability and potential perspectives

• Ageing goes hand-in-hand with the development of a considerable cultural capital
• Our society should use this cultural capital to a much greater extent
• Old age potentials depend on care structures
• Young people benefit both in the working world and in civil society
Categories of a good life

• Independence
• Self-responsibility
• Consciously adopted dependence
• Shared responsibility
Basic psychological qualities and processes

• Self-actualization
• Self-design
• Design of the world
• Relatedness of people
Age-friendly culture

• Involvement in societal discourse and progress
• Intergenerational perspective
• Interest in the potentials of age
• Respect, sensitivity, and promotion
• Respect for dignity in cases of severe losses
• Sensitivity for social inequalities
• Sensitivity for rights, claims and needs of all generations
Reablement – A precondition for realizing potentials

Professor Bent Greve, University of Roskilde, Denmark
Lissabon, 20th September, 2017
A few words on context

• A movement from as long as possible in ones own home – to as long as possible in one’s own life
• Universality in access to those in need of care (home and personal care)
• 98 municipalities implement – and have different standards
• Municipalities are obliged to make preventative home visits (above age 75) and also to try rehabilitation
Denmark as high spender – percentages GDP, 2014
Developments in short

• Trends in marketization of long-term care: Yes, especially for practical home help

• Role of civil society: Still very important

• Austerity measures/Change in financing: Limited, but can vary locally as long-term care services is within limits decided in the municipalities

• Rehabilitation/Re-enablement – and other investments in the field: Yes, stronger focus on rehabilitation and use of welfare technology
Use of welfare technology and rehabilitation

• Increasingly focus on prevention, rehabilitation and use of welfare technology
• Evidence that social investment in specific welfare technologies and rehabilitation can have a positive economic outcome
• It can also include better working conditions for people employed within the LTC-sector
• For users an option to live a more independent life
Any weak points?

• Risk of loneliness among elderly
• Still, a risk of high pressure on informal carers
• Private providers is less useful related to rehabilitative approaches

However, for most people the new approaches imply better conditions
Conclusion

• Use evaluation to find the best social investment
• Make sure that viewpoints from different stakeholders are taken into considerations
• This might overall improve quality and the challenges of demographic transitions

Note: For more information see Greve, B. (ed.), Long-Term Care for the elderly in Europe, Routledge and SPRINT Project which has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 649565, http://sprint-project.eu/
Comment

The potential of older people in Eastern Europe

Jolanta Perek-Białas, Jagiellonian University in Cracow and Warsaw School of Economics, Poland
Positive aspects of potentials of older people

• In many spheres and in many roles
  • worker, carer, volunteer, consumer ...

• It is beneficial not only for older persons but for the whole society
How can we measure this potential?
The Active Ageing Index

<table>
<thead>
<tr>
<th>Category</th>
<th>Moldova</th>
<th>Poland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>29.2</td>
<td>31.1</td>
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<tr>
<td>Employment</td>
<td>30.8</td>
<td>27.7</td>
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<tr>
<td>Participation in society</td>
<td>8.8</td>
<td>11.8</td>
</tr>
<tr>
<td>Independent living</td>
<td>57.7</td>
<td>43.1</td>
</tr>
<tr>
<td>Capacity for active ageing</td>
<td>48.3</td>
<td>41.1</td>
</tr>
</tbody>
</table>

What’s the problem for a ‘right’ recognition of this potential?

Contribution of people over 70 to the economy these days

• 73.5%-65.1% say they contribute little

Source: based on ESS and see also Abuladze, Perek-Białas, forthcoming
The objective obstacles for insufficient inclusion of older people

- Computer use of 55-74 - less than 30 per cent

*Source: UNECE Statistical Division Unit*
Eastern European context – what to do to make the potential of older people visible?

• Society and policy makers
• Tools, data, research and analysis
• Effective policy measures with an evaluation if they could be easily transferred
UNECE Café Discussions

1. What other potentials have you identified in your research?

2. What needs to be done (in your country) to get those potentials recognized?

3. Blind spots of current policies

Please hand over your results (one or two sentences) to Ricardo Rodrigues.
Session 2

Encouraging longer working life and ability to work

Chair: Carlos Farinha Rodrigues, University of Lisbon, Portugal
Working longer – A key issue for sustainable pension systems

Jorge Cabrita, Working Life Unit, Eurofound, Dublin (Ireland)
Sustainable pensions systems require sustainable work over the life course

• Current demographic, economic and social challenges are compromising the sustainability of welfare states and social protection systems, including pensions.
• Part of the solution is expansion of participation: more people in employment and for longer.
• “More and better” jobs are needed.
• Job quality is important for individuals’ ability to enter and stay in employment
• Changing availability for work over the life course must be considered.
Sustainable work over the life course: Eurofound’s definition

(...) ‘sustainable work over the life course’ means that working and living conditions are such that they support people in engaging and remaining in work throughout an extended working life. These conditions enable a fit between work and the characteristics or circumstances of the individual throughout their changing life, and must be developed through policies and practices at work and outside of work.

Eurofound (2015), Sustainable work over the life course: Concept paper
Good working conditions and job quality are instrumental to being able to continue working over the life course.

Taking care of circumstances and situations of workers throughout working life:
- Adapt work to health issues, situations and circumstance
- Inclusion policies
- Workplace practices allowing for better reconciliation between work and private life throughout the life course, leave arrangements and care infrastructure

One in four workers says work affects their health negatively.

6% at risk of mental well-being problems.

One in three report backache, MSDs, fatigue.

Integration of workers with chronic illness (18%).

<table>
<thead>
<tr>
<th></th>
<th>Backache</th>
<th>Muscular pains</th>
<th>Headache</th>
<th>Fatigue</th>
<th>Difficulty falling asleep</th>
<th>Waking up during sleep</th>
<th>Waking up exhausted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills and discretion</td>
<td></td>
<td></td>
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<tr>
<td>Social environment</td>
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<tr>
<td>Physical environment</td>
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<td>Work intensity (reversed)</td>
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<tr>
<td>Prospects</td>
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<tr>
<td>Working time quality</td>
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<tr>
<td>Earnings</td>
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</tbody>
</table>

Source: EWCS 2015
Age, work and sustainable work

Differences in working conditions of workers by age

- Young workers more exposed to certain working conditions
- Risks spread over working life - nightwork, shiftwork, intensity
- Older workers less access to training, career prospects, learning

73% of workers report being able to do the same job until 60

- Men more than women
- 1 in 5 wants to work ‘as long as possible’

Sustainable work associated with

- All job quality indices
- (Except earnings)

Source: EWCS 2015
Some points for reflection

- Individual circumstances must be taken into account to ensure workers can engage in work over the life course
- No ‘one fits all’ solution for all workers and situations
- Transitions over the life course are important
- All actors have a role to play: governments, social partners, companies/organisations
- Job quality as key for sustainability of work
Eurofound’s ongoing and future work

- Working conditions of workers of different ages
- Measuring sustainable work – feasibility study
- Working conditions and workers’ health and wellbeing
- Work-life balance and reconciliation challenges for men and women in the European Union (EWCS +EQLS surveys analysis)
Thank you for your attention!

Muito obrigado!

www.eurofound.europa.eu

jca@eurofound.europa.eu
Further references

- 2015 - Foundation Focus - Sustainable work: Toward better and longer working lives
- 2015 - Sustainable work over the life course: Concept paper
- 2016 - Sustainable work throughout the life course: National policies and strategies
- 2017 - Towards age-friendly work in Europe: a life-course perspective on work and ageing from EU Agencies
Job quality

Physical environment
- Posture-related
- Ambient
- Biological and chemical

Work intensity
- Quantitative demands incl. emotional
- Pace determinants and interdependency

Social environment
- Adverse social behaviour
- Social support
- Management quality

Skills and discretion
- Cognitive dimension inc. computer use
- Decision latitude
- Organisational participation
- Training

Working time quality
- Duration
- Atypical working time
- Working time arrangements
- Flexibility

Prospects
- Career prospects
- Employment status
- Job security
- Downsizing

Earnings

Cumulative inequality in later life

Tetyana P. Shippee, University of Minnesota, USA
Cumulative Inequality Theory

• Why does inequality increase with age? How does it influence longer working life and ability to work?

• Cumulative inequality theory (CIT):
  - Draws from life course perspective (Elder 1998), cumulative disadvantage (Dannefer 2003), and stress-process (Pearlin et al. 2005) theories
  - Aims to explain core processes of how inequality accumulates over the life course
  - The theory is specified formally in 5 axioms and 19 propositions
Disadvantage Accumulates

Axiom 3. Life-course trajectories are shaped by the accumulation of risk, available resources, and human agency

Cyclical relationship between disadvantage and risk exposure.

- Racial/ethnic minorities in the US and their status in the labor force;
- Intergenerational transfer of finances and health.

Spillover across different domains.

- Age discrimination at work - leaving the labor force - financial hardship - worse health.
Cumulative nature of age discrimination at work and depression

Growth Curve models, NLS of Mature women, 1967-2003

Trajectory Awareness

A4. Perceptions of life trajectories influence subsequent trajectories

- Social comparisons and subjective evaluations are central to identity, life satisfaction, and mental well-being

- Favorable evaluations of life circumstances—more positive outcomes

- Negative assessments of one’s place in the world—can be stressors, discourage agentic action, and compromise health.

✓ Our work: Women who perceived that their work had progressed in the last ten years had an 18% lower hazard of premature mortality compared to those who felt that their work was static or had regressed.

Proportional Odds Growth Curve Model for Life Satisfaction (ORs), 1989-2003

<table>
<thead>
<tr>
<th>Fixed Effects From Random Intercept Models</th>
<th>Model 1</th>
<th>Model 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>1.013***</td>
<td>1.009**</td>
</tr>
<tr>
<td>Education</td>
<td>1.055***</td>
<td>1.032</td>
</tr>
<tr>
<td>Occupational prestige</td>
<td>1.010***</td>
<td>1.000</td>
</tr>
<tr>
<td>Locus of control</td>
<td>1.434***</td>
<td>1.326***</td>
</tr>
<tr>
<td>Personal income, 1989-2003 (TVC)</td>
<td>ns</td>
<td>ns</td>
</tr>
<tr>
<td>Perceived financial strain relative to others</td>
<td></td>
<td>0.528***</td>
</tr>
</tbody>
</table>

Note: NLS of Mature Women. Odds ratios from full models, controlling for all covariates, including work satisfaction and discrimination at work. Source: Shippee et al. 2017. *Journal of Gerontology: Social Sciences (In press).*
CI and Mortality

A5. CI may lead to premature mortality; therefore, non-random selection may give the appearance of decreasing inequality in later life

- Workforce changes shape over time
- Targeted employment efforts for minority groups
- Part of whole-person approach to sustaining activity, engagement, life

Discussion

• CIT as life course framework for well-being in later life
• Cohort differences and structural arrangements key to inequality
• Early disadvantage increases exposure to risk; accumulation of disadvantage over the life course
• Importance of perceived work trajectories, subjective comparisons for sustained employment
• Selection changes the shape of the population and aged workforce
• Targeted workforce efforts to help reduce inequality
Thank you!

Tetyana P. Shippee, PhD
tshippee@umn.edu
Comment

Working longer in Eastern Europe

Victor Gilca, 20 September 2017
Working longer in Eastern Europe

• Eastern European countries are severely affected by population ageing

• The proportion of the population 65+ in the total population increased from an average of 11% in 1990 to 15% in 2005 to 18% in 2016

• Highest rate in Bulgaria (20.4%), lowest in Slovakia (14.4%)
Rising old age dependency ratio

- As an effect of increasing older population, the old age dependency ratio (65+ to 15-64) has also increased at high pace, nearly 10% in the last 2 decades.

- Likewise to population ageing, Bulgaria has the highest indicator – 31,1, while Slovakia is at the bottom end among selected countries – 20,6.
Increasing employment rates in Eastern Europe

- The employment rate of 55-64 years shows an increase in all selected countries, averaging a 21% increase from 2000 to 2016.
- This increase is further positive as several countries actually achieved employment rates above EU28 average.
- It should be noted that this age group (55-64) corresponds to the last of the baby boom generation.
Lower unemployment of older workers in Eastern Europe

The unemployment rate for older workers is lower than the unemployment rate of age group 25-64, yet following similar general trends.
Older unemployed in Eastern Europe: They seldom come back!

- Once older workers become unemployed, it is likely that they remain unemployed for a longer time, or they never return to the labor market.
- The selected Eastern European countries offer early retirement options and are quite generous in assessing disability
  - The disability pension is seen as a viable alternative for persons failing to meet eligibility criteria for early or normal retirement
  - Early retirement is often perceived as a means to offer job opportunities for the young unemployed
Prolonged periods in pension in Eastern Europe

- The primary function of old-age pensions is to provide income security for those who are incapable of working due to old age.
- Since pensions are paid for one’s whole life after retirement, if the pensionable age is fixed, pensioners will on average receive pensions for longer periods as the life expectancy extends.
A new balance is needed in Eastern Europe

• **The challenge is to find a new work-retirement balance** in the face of changing life cycles
  • prolonged life expectancy and late entries in the labour market due to longer education

• Effective coordination and concerted action between pension policy and employment policy are needed to create labor markets and pension systems which:
  • **encourage people to stay active longer**, and
  • allow for a **flexible transition from working life to retirement** in view of the wide individual differences in the health status and ability to work of older workers
Measures to enable working longer in Eastern Europe

• Improve the labor market’s capacity to absorb and better utilize the human resource of older workers!
  • introduction of flexible working time arrangements
  • adaptation of jobs to the capacities and skills of older workers
  • provision of adequate vocational training and lifelong learning programs to maintain older workers’ employability
  • removal of various labor market barriers (such as ageism or the discrimination of older workers, and seniority wage systems which make it costly to hire older workers)
Measures to enable working longer in Eastern Europe

Pension systems should adjust their design by:

• constraining early exits from the labour market through increasing the pensionable age or restricting early retirement options,
• reduce labour market distortion and
• increase incentives for insured persons to prolong their working lives and thereby achieve higher effective retirement ages.
• Nevertheless, workers who are engaged in hazardous and physically strenuous jobs should be given appropriate options to supplement their income during early retirement.
Thank you!

Victor GIlca, 20 September 2017
UNECE Café Discussions

1. What other issues need to be addressed at the interfaces from education to work, from work to leisure and between work and care?

2. What needs to be done (in your country) to get these issues on the political agenda?

3. Blind spots of current policies

Please hand over your results (one or two sentences) to Agnieszka Chłoń-Domińczak.
Session 3

Ensuring ageing with dignity

Chair: Sarah Harper, University of Oxford, United Kingdom
The need for a rights-based approach to ageing with dignity

Marijke De Pauw, Fundamental Rights & Constitutionalism Research Group, Free University of Brussels, Belgium
Ageing and older persons in international human rights law

• Development of an international HR’s approach through soft law (MIPAA, UN Principles for Older Persons, ...)
• Lack of references to older persons in binding treaties and no clear prohibition of age discrimination
Ageing and older persons’ rights at the regional level

• ECHR, Art. 23 European Social Charter, Arts. 21 & 25 EU Charter of Fundamental Rights
• CoE Committee of Ministers Recommendation CM/Rec(2014)2
• PACE Recommendation 2104 (2017) - HRs of Older Persons and their comprehensive care => Call for consideration of binding instrument
• Inter-American Convention & African Protocol on the Rights of Older Persons
Older persons’ rights before human rights monitoring bodies

• Persistence of ageist stereotypes in age discrimination cases
• Continued focus on economic considerations to limit States’ obligations
• Lack of consideration of older persons’ specific needs
• Positive trends: cross-referencing (e.g. CRPD) and older persons as a vulnerable group
Benefits of a binding treaty on the rights of older persons

• Identification of older persons as a group with specific needs
• Clear international prohibition of age discrimination
• Clarification of State obligations – including positive obligations
• Awareness-raising tool
• Monitoring mechanism that can further clarify the scope
• Reference for human rights courts and national judges
Challenges and the way forward

• Defining “older persons”?  
• Promote human rights language in relation to ageing  
• Due regard for ageist stereotypes in normative texts and case law  
• Awareness raising and standard setting at the national level (bottom-up approach)  
• Promote further research on human rights in old age
The role of the state in countering the mistreatment of older adults

Marie Beaulieu, University of Sherbrooke, Canada
3 issues

• The importance of public policy in addressing mistreatment of older adults

• The importance of intersectoral revision mechanisms which facilitate a participatory process when evaluating the implementation and resulting effects of public policy

• The role of specific laws which support public policies
Preliminary comment - 2002, a pivotal year!

WHO definition

- “Elder abuse is a single or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust which causes harm or distress to an older person.
- It can be of various forms: physical, psychological/emotional, sexual, financial or simply reflect intentional or unintentional neglect ...“
  - Abuse, neglect, violence, mistreatment
  - Exclusion, discrimination, self-neglect

MIPAA recognition

- “to eliminate neglect, abuse, and violence toward older people”
- States the importance of government involvement (110 c) in actions to counter neglect, abuse and violence via policies, services, etc.

A non binding instrument
The importance of public policy in addressing the mistreatment of older adults

• Impacts on the quality of life of older adults (Philipson, 2013).
• Impossible to counter a non-addressed social problem.
• Invisibility of groups that are not named.
  • Often the case in relation to the mistreatment of older adults, i.e. older women and older men.
• 5 keys elements
  • Proactive
  • Specific to elder abuse
  • Participatory
  • Gender specific
  • Implemented and evaluated
2 strategies

The importance of intersectoral revision mechanisms which facilitate a participatory process when evaluating the implementation and resulting effects of public policy!

• Creating/implementing new specific policies

AND/OR

• Improving existing policies: quality of care and services in certain settings, civil rights, housing, etc.
  • knowledge, comprehension and the extent to which they address mistreatment of older adults
3 recommendations

• Ministries and government agencies should adopt a collaborative approach: seniors affairs, health and social services, justice, public security, women’s affairs, civil right’s commission, etc.

• All existing mechanisms should be revised to include specific indicators of elder abuse (accreditation, incidents and accidents reports, etc.)

• Existing policies should be revised to be in concordance with new ones. (examples : IPV, sexual abuse, 2015)
The role of specific laws which support public policies

- Laws and regulations are powerful instruments to enforce policies and government action plans (ex: reporting)
- Should be derived from experience in order to better serve the older adult population and not practitioners!
- Should reporting be mandatory or not?
Should we consider shifting from addressing mistreatment with dignity to emphasising social recognition?
Comment:
What does dignity for older people mean in Eastern Europe?

Olga Mikhailova, St. Petersburg Institute of Bioregulation and Gerontology, Russia
Ageing with dignity is important as a determining factor of the quality of life of older people and the sustainability of public welfare systems.
Proportion of people aged 60+ in former USSR countries and ranking within 201 countries, 2015

Gender disproportion (males per 100 females) at ages 60+ and 80+, 2015

RUS: 2431 women per 1000 men

Elements of Ageing with Dignity

- Employment
- Social participation
- Independent living

• Life-long learning
• Pension benefits
• Caring for children

• Healthcare
• Accessible transport
• Age-friendly environment
Low employment rates

• The major reason of lower employment rates among Russians aged 55-64 is low retirement age (55 years for women and 60 years for men).

• Besides, poor health, which is correlated with education and social status, pushes less-educated people from manual employment into retirement.

• It should also be noted that given the small level of pension benefits many pensioners keep their employment involuntary to avoid poverty or a sharp reduction in living standard after retirement.
National and state policies on ageing in the CIS+ countries

**Armenia**
The Strategy on Ageing Issues and Social Protection of Older Persons (combat age discrimination and provide more favorable conditions for the older employees)

**Belarus**
Focus on “young” (55-60) retirees training programmes and support to job seekers

**Azerbaijan**
State programme to increase social protection of older citizens
National and state policies on ageing in the CIS+ countries

Armenia
Belarus
Russia

Governmental and non-governmental programmes
National and state policies on ageing in the CIS+ countries

- Armenia
- Moldova
- Georgia

Road Map for Mainstreaming Ageing
(with support of the UN office in Geneva)
Russian Federation: Public Policy on Ageing

realized in the framework of strategic documents adopted at the federal level:

The Concept of Demographic Policy of the Russian Federation to 2025

The Concept of Socio-Economic Development of the Russian Federation to 2020

Regional strategies

Regional programmes aimed at the improvement of quality of life of older people were adopted in 83 regions of the Russian Federation
Strategy of action in the interests of older people up to the year 2025, Russian Federation

- Adopted in 2016
- Stipulates goals, principles, tasks and priorities aiming at a steady increase in longevity and life quality of older people
- Following the meeting with representatives of non-profit welfare organizations and volunteers on 15.06.2017 Vladimir Putin addressed the Vice-chairmen of the Government of Russia Olga Golodets with instructions on development of palliative care services
- The instructions are to be executed by 01.12.2017
Living with Dignity

Living with dignity means improved access to lifelong learning, including Internet, and sport facilities; increased employability of seniors aged 55-64; better conditions for independent living due to improved housing availability; involvement of seniors in voluntary activities and supporting their involvement in social contacts; and improving access to health care and its quality.
Opportunities for Ageing with Dignity

- protecting the rights of the elderly,
- improving access to lifelong learning, including Internet, and sport facilities;
- increasing employability of seniors aged 55-64;
- creating conditions for independent living by improving housing availability;
- involving seniors in voluntary activities and supporting their involvement in social contacts;
- improving access to health care and its quality;
- stimulating the production of specific goods and services;
- ensuring the availability of services for the elderly in rural and remote areas
THANK YOU FOR YOUR ATTENTION!

How others see you, is not important.
How you see yourself means everything.
UNECE Café Discussions

1. What other issues need to be addressed to ensure ageing with dignity?
2. What needs to be done (in your country) to get these issues on the political agenda?
3. Blind spots of current policies

Please hand over your results (one or two sentences) to Alexandre Sidorenko.
Session 4

Ageing societies and the research agenda

Chair: Kai Leichsenring, European Centre for Social Welfare Policy and Research
Declining differences in labor market participation of older workers ...

Employment rates among secondary school graduates in Central and Western Europe, 2002-2012

... but not everyone is fit enough to work longer ...

UK: Older cohorts in the poorest groups (in the UK) show a much steeper increase in frailty over time than the richest wealth groups

Source: Marshall et al. (2015); ELSA data, UK (reproduced with permission from Nazroo, 2016: 18)
... and longer lives are not for all

Gap in life expectancy at age 30 – tertiary and below upper secondary education, by sex

People with highest level of education can expect to live six years longer than people with lowest level of education

Source: OECD, Society at a Glance (2016)
The continuous disintegration of ‘traditional’ life-course patterns (age differentiation)

Education
- BUT
- Extended education
- Extended transition to work

Work
- BUT
- Unemployed periods
- Care periods
- Other leaves from employment
- Re-training
- Unpaid work
- Early retirement

Leisure/Pension
- BUT
- Rising life-expectancy
- Staggering healthy life-expectancy
- Informal care
- Care need
- Volunteering

Source: inspired by Riley & Riley (2000: 267)
Ageing 4.0: Integrated life-course perspectives in a solidaristic society

Socialisation

Education

- Life-long learning
- Paid work
- Unpaid work

(Re-)Training

Care Work

(Re-)Training

(Re-)Training

Care Work

‘Second, third ... chances’

Guaranteed Income

(‘life-course transition payments’)

Ageing 4.0: Economic and social dimensions

- Employment at all ages and life-long learning facilitated
- Productivity gains
  - More appropriately skilled workforce
- Fostering more equal life-chances
  - Gender
  - Socio-economic status

“A child today can expect to change jobs at least seven times over the course of their lives – and five of those jobs don’t exist yet.”

Esteban Bullrich
Minister of Education, Argentina

Sources: www.weforum.org; Komp (2014)
Ageing 4.0: Economic and social dimensions

- Addressing the ‘new social risks in transitions over the life-course’:
  - Solidaristic risk distribution, rather than individualised risk inequality
  - Reduction of gendered life-course perspectives: acknowledgement of unpaid reproduction work
- Adaptation to technology-induced challenges
  - Skills development and increased productivity
- Equalization of demand and supply patterns (consumer and labour markets)
- Adaptation of welfare systems to new risks over the life-course
  - Facilitating transitions (school to work, care to work, work to training)
  - Facilitating a new ‘generational contract’
More information

http://www.unicef.org/population/wga.html
www.euro.centre.org