

## **Introduction**

# **EUROPEAN SOCIAL PARTNERS' AUTONOMOUS FRAMEWORK AGREEMENT ON ACTIVE AGEING AND AN INTER-GENERATIONAL APPROACH**

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- Presentation:
- 1. Demographic perspective
- 2. Active ageing employment policy
- 3. Agreement

# Old- age dependency ratio

- The demographic old –age dependency ratio (people aged 65 or above relative to those aged 15-64) is projected to increase significantly in the EU as a whole in the coming decades. Being about 25% in 2010, it has risen to 29,6 % in 2016 and is projected to rise further, in particular up to 2050, and eventually reach 51, 2% in 2070.
- This implies that the EU would move from four working- age people for every person aged over 65 years in 2010 to around two working- age person over the projection horizont.

# Effective economic age dependency

- The effective economic old age dependency ratio (inactive older persons (65 plus) in relation to the number of employed (aged 20-64) is projected to rise significantly;
- from **43,1% in 2016 to 68,5% in 2070** in the EU.
- Statistic projection from: The 2018 Ageing Report, European Commission

- Economic old- age dependency ratio
- Inactive population aged 65 plus as a % of employed population 15-64

Country	2016	2020	2030	2040	2050	2060	2070
Belgium	44,7	46,4	52,7	58,1	60,4	63,6	66,2
Latvia	40,7	44,1	57,6	68,0	76,9	84,2	71,7
Italy	58,1	58,7	66,4	83,5	91,2	88,1	85,4
Poland	34,9	39,8	52,6	62,0	79,6	93,8	91,9
Romania	39,1	43,3	52,3	69,3	83,0	86,7	81,5

Country	2016	2012	2030	2040	2050	2060	2070
Sweden	37,6	38,7	41,8	44,4	46,0	51,3	52,7
France	46,3	49,6	57,4	63,1	62,1	59,8	61,4
Germany	40,6	42,3	53,5	61,6	64,1	68,6	70,3
Denmark	36,0	37,4	41,4	45,7	46,1	49,3	55,7
EU 28	42,2	44,5	52,9	61,6	66,2	67,5	67,0

# European Union Retirement Age Men



SOURCE: TRADINGECONOMICS.COM | EUROPEAN COMMISSION





SOURCE: [TRADINGECONOMICS.COM](https://www.tradingeconomics.com) | EUROPEAN COMMISSION

# Current retirement ages (2018)

	Current general retirement age (2018)	Future retirement age
<b>EU</b>	<b>Men/ Women</b>	<b>Retirement age or men/women</b>
Austria (AT)	65 / 60 years	65 years (2033)
Belgium (BE)	65 years	67 years (2030)
Bulgaria (BG)	66 years and 2 months	67 years (2023)
Croatia (HR)	65 years / 62 years	67 years (2038) / 65 years (2030); 67 years (2038)
Cyprus (CY)	65 years	65+ years (2018)
Czech (CZ)	63 years and 4 months / 62 years and 8 months	67 years (2041)
Denmark (DK)	67 years; 65* years	67 years (2022); 68+ years (2030)
Estonia (EE)	63 years and 6 months	65 years (2026) 65+ (GP 2027)

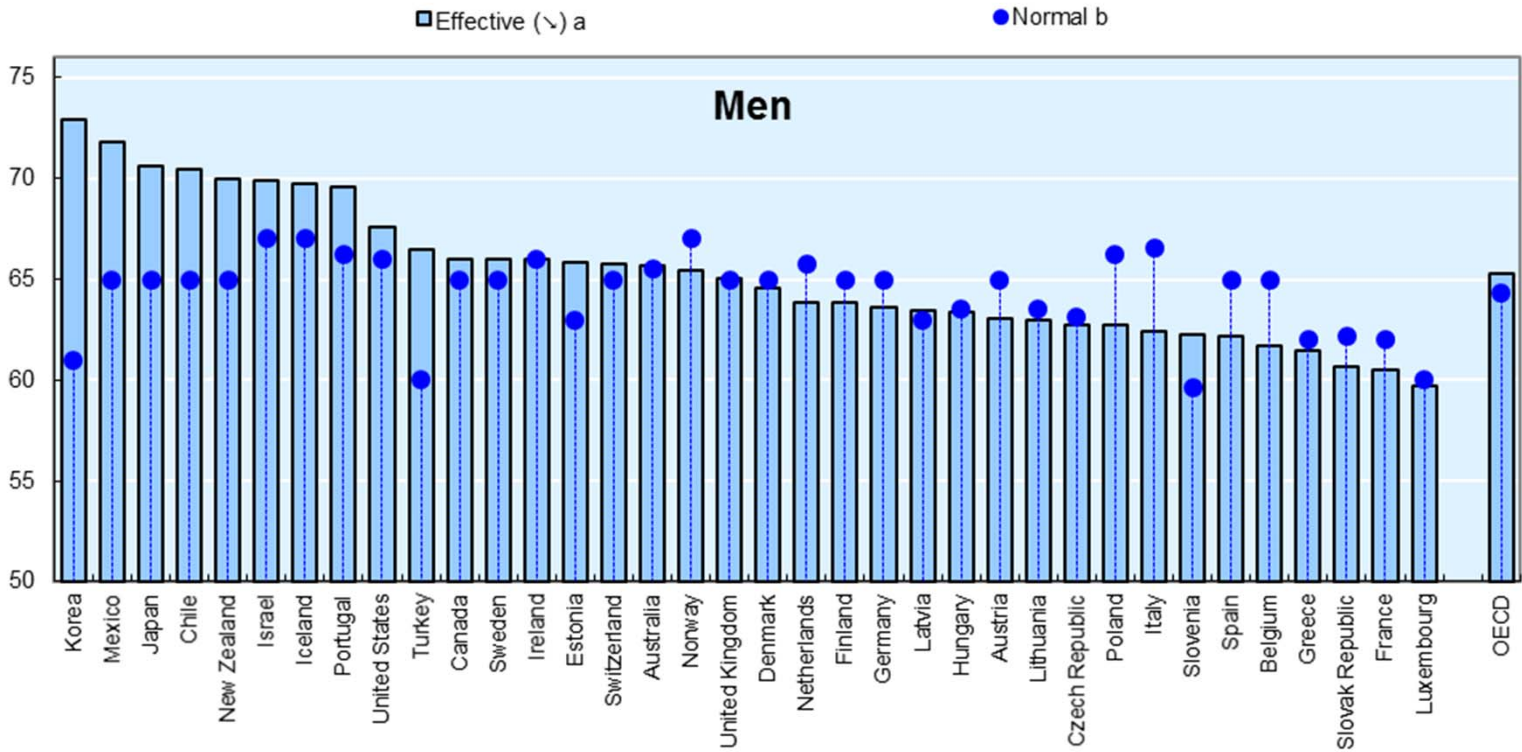
# Current retirement ages (2018)

Germany (DE)	65 years and 7 months	67 (2031)
Great Britain (GBR)	65 years	67+ (2028), 68 (2046)
Greece (EL)	67 years	67+ years (2021)
Hungary (HU)	63 years	65 years (2022)
Ireland (IE)	66 years	68 years (2028)
Italy (IT)	66 years	67+ years (2022)
Latvia (LV)	63 years and 3 months	65 years (2025)
Lithuania (LT)	63 years and 8 months / 62 years 4 months	65 years (2026)
Luxembourg (LU)	65 years	–
Malta (MT)	62 years	65 years (2027)
Netherlands (NL)	66 years	67+ years (2022)
Poland (PL)	65 years / 60 years	–
Portugal (PT)	66 years and 4 months	66+ years (2016)
Romania (RO)	65 years / 60 years and 10-11 months	-/63 years (2030)
Slovakia (SK)	62 years and 4 months	62+ years (2017)
Slovenia (SI)	65 years	–
Spain (ES)	65 years and 6 months	67 years (2027)
Sweden (SE)	61-67 years; 65 years*	64-69 (GP 2026) ; 66

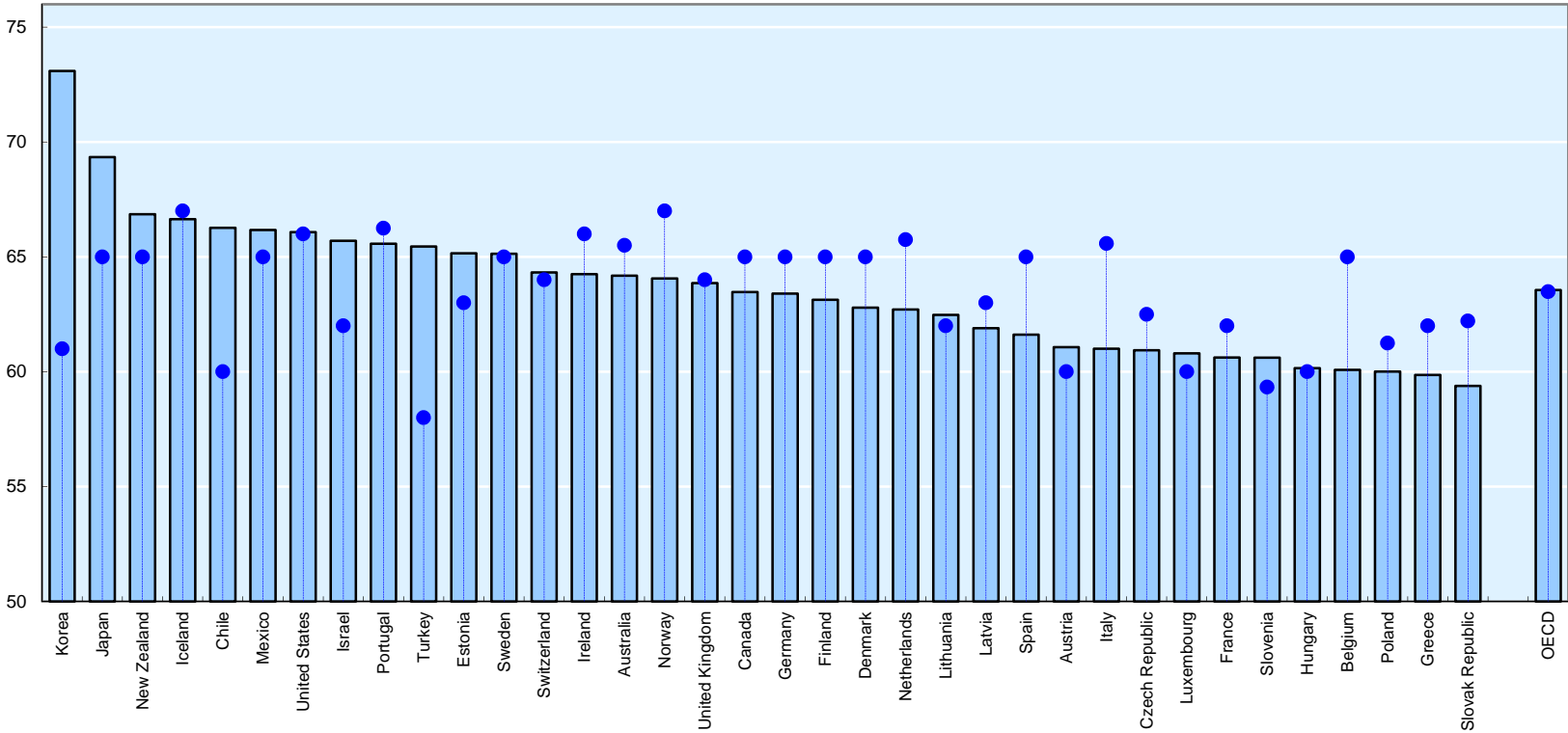
# Current retirement ages (2018)

Other countries	Men / Women	Retirement age or men/women
Australia	57 years; 65 years and 6 months*	60 years (2024); 67 years (2023)*
Canada (CA)	65 years	–
Iceland (IS)	67 years	69 years (2018-2029); 70 years (2030-2041)
Japan (JP)	62 years / 61 years ; 65 years*	65 years (2025) / 65 years (2030); –
Norway (NO)	62-75 years; 67 years*	–
Switzerland (CH)	65 years / 64 years	–
USA (US)	66 years	67 years (2027)

# Average effective age of retirement versus the normal retirement age 2012- 2017 OECD



# Average effective age of retirement versus the normal retirement age, 2012- 2017 OECD



# Definition of active ageing

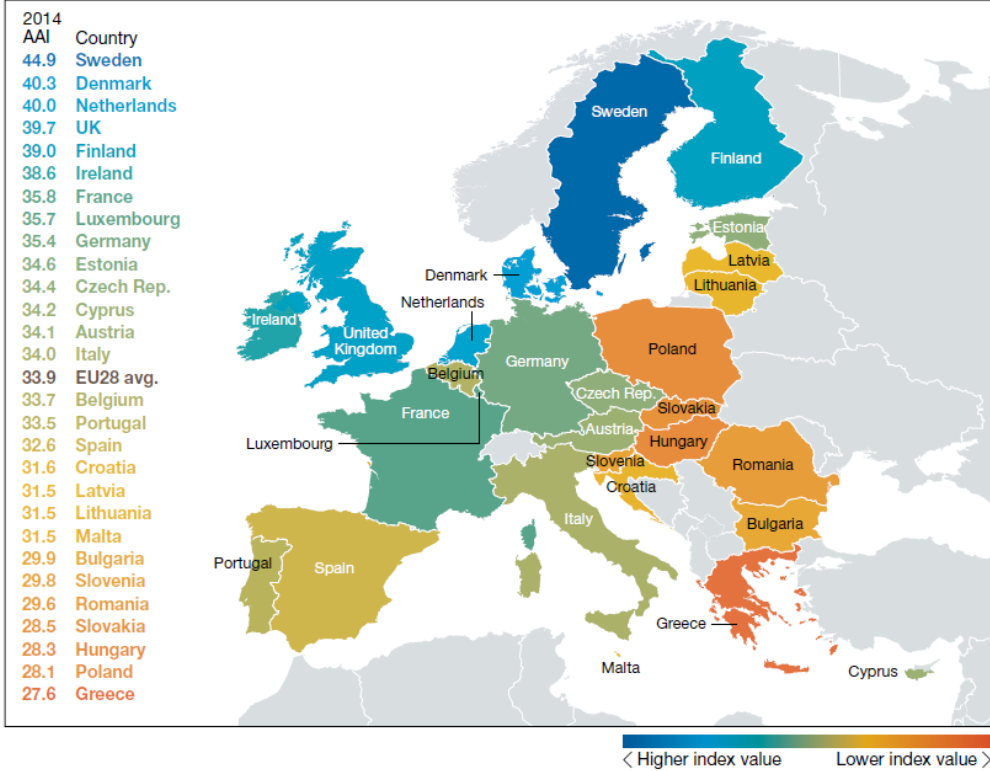
- Active ageing is defined by the European Commission as ‘helping people stay in charge of their own lives for as long as possible as they age and, where possible, to contribute to the economy and society’.
- Agreement:
- Active ageing is about optimising opportunities for workers of all ages to work in good quality, productive and healthy conditions until legal retirement age, based on mutual commitment and motivation of employers and workers.





### 3. Key findings on the basis of the latest 2014 Active Ageing Index

Figure 3.1: Ranking of 28 EU Member States on the basis of the 2014 overall AAI



## THE DETERMINANTS OF ACTIVE AGEING



## EUROPEAN SOCIAL PARTNERS' AUTONOMOUS FRAMEWORK AGREEMENT ON ACTIVE AGEING AND AN INTER-GENERATIONAL APPROACH

- The agreement's overall aim is to ensure a healthy, safe and productive working environment and work organisation to enable workers of all ages to remain in work until legal retirement age. It also aims to facilitate the transfer of knowledge and experience between generations at the workplace. The agreement sets out a range of tools, measures and initiatives for the social partners in the following areas:
  - strategic assessments of workforce demography;
  - health and safety at the workplace;
  - skills and competence management;
  - work organisation;
  - an intergenerational approach.

- With this autonomous agreement, European social partners establish a general action-oriented framework, aiming at:
  - Increasing the awareness and understanding of employers, workers and their representatives of the challenges and opportunities deriving from demographic change;
  - Providing employers, workers and their representatives at all levels with practical approaches and/or measures to promote and manage active ageing in an effective manner;
  - Ensuring and maintaining a healthy, safe and productive working environment;
  - Fostering innovative life-cycle approaches with productive and quality jobs to enable people to remain in work until legal retirement age;
  - Facilitating exchanges, mutual cooperation and fostering concrete actions to transfer knowledge and experience between generations at the workplace.