# Ageing Workforce: Situation in Latvia

▶ March 12, 2019

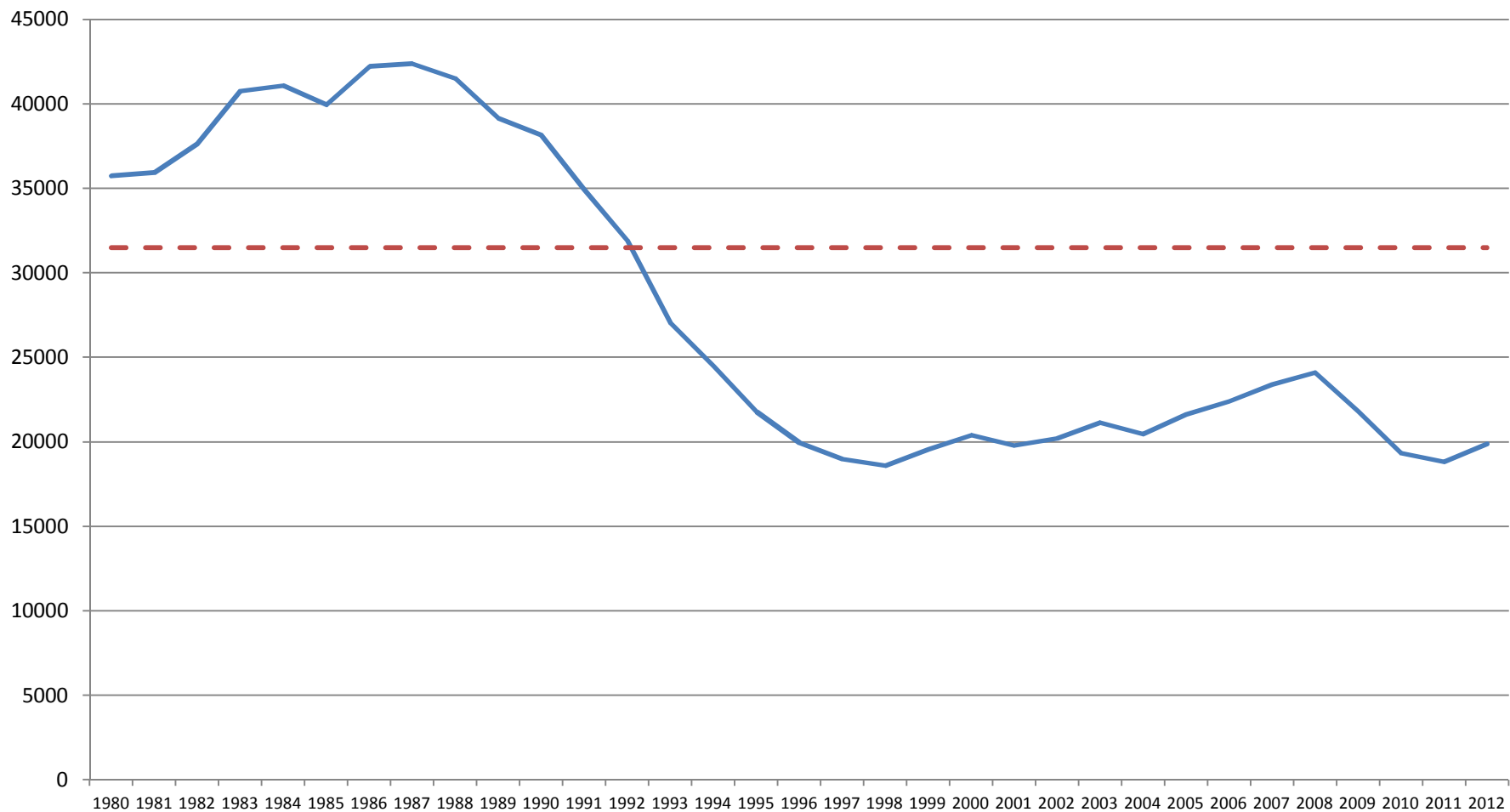# Current Demographic Situation in Latvia

Demographic trends in Latvia indicate an aging population and a significant decline in the working age population.

In 2017 one third or 31% of all employed people were of age 50-64.

People aged 50 and older are facing a variety of difficulties in order to compete successfully in the labour market - health problems, lack of modern education and appropriate qualification, inappropriate working environment and conditions

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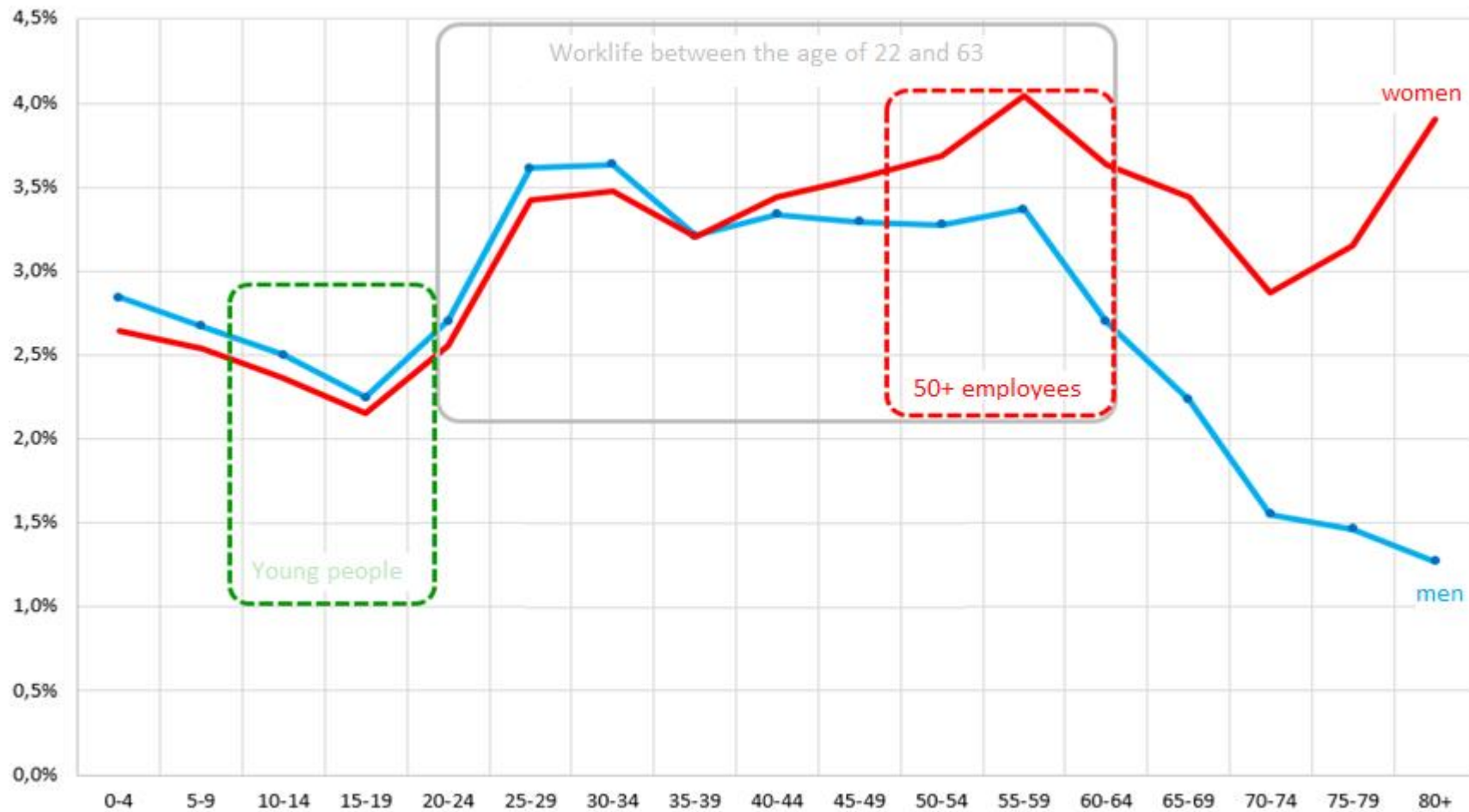
# Legislation Requirements

- prohibition of discrimination and provision of equal rights to work regardless of age;

- in case of a reduction in the number of employees in company, if the qualification and results of work do not differ significantly, employees with less than five years before retirement are in more beneficial position to keep the job;

- mandatory health checks for employees.

# Strategic Documents of Aging Workforce

**Conceptual Report õActive Aging Strategy for Longer and Better Work Life in Latviaö**

The conceptual report or active aging strategy includes the solutions to improve the situation on active aging within the following lines of action:

- employment - an inclusive labor market for older people;

- education - educated and competent senior workers;

- health and active lifestyle - healthy and physically active older people who continue to be active and independent for as long as possible;

- social security - socially protected older people.

# Cooperation Between Trade Unions and Employers Organizations

Free Trade Union Confederation of Latvia (LBAS) and Employers' Confederation of Latvia (LDDK) work jointly on Active Aging issues within the European Social Fund Project 7.3.2.0/16/I/001 õSupport for Longer Working Lifeö.

Project relates to:
 - public awareness raising measures to promote longer and better working lives;
 - direct support measures for the target group (adjusting workplaces, health improvement measures, career counseling, etc.);
 - collective bargaining on aging management issues.

# Good Examples of Age Management Policies in Workplaces

˝ helping to learn healthy working methods;
˝ support the retraining of 50+ employees for less intensive jobs;
˝ improvement of work environment (ergonomic equipment);
˝ flexible working hours for 50+ employees.

# Training for Older Workers

**European Social Fund Project "Improvement of Professional Competence of Employeesõ**

Aim of the Project is to improve the professional competences of the employed people in order to prevent the inadequacy of the qualification of the labor force to the demand of the labor market, to promote the competitiveness of the employees and the increase of labor productivity.

Benefits for admission:

˝   age of more than 45 years and low or inadequate level of education (primary or lower secondary education or general secondary education);

˝   age of more than 50 years and recommendations within the Project õSupport for Longer Working Lifeö for the acquisition of further professional education, professional development or non-formal education program.

# Autonomous Framework Agreement on Active Ageing and Inter-Generational Approach in Latvia

Free Trade Union Confederation of Latvia (LBAS) and Employers' Confederation of Latvia (LDDK):

˝ jointly have applied for translation of the Active Ageing and an Intergenerational Approach Agreement and have agreed on the translation text;

˝ discuss possibilities to conclude a national cooperation agreement aimed at reaching objectives of the Agreement;

˝ have published information about the Agreement on webpages to facilitate dissemination of information;

˝ actively participate in the working group established by the Ministry of Welfare on life quality of seniors advocating for implementation of the objectives of the Agreement in legislative acts, collective agreements and practice.

# THANK YOU FOR YOUR ATTENTION!

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