

Colloque sur l'emploi des seniors

organisé par la DARES

Conditions de Travail et Formation

– Comment –

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Conditions de travail et formation – commentaire Graf et. al -

- Possible goals of phased retirement
 - Improvement of working conditions for older workers – sometimes targeted at workers with hard working conditions
 - Reduction of of pension shock
 - Increase of retirement age
 - Earlier retirement
- Outcome of Austrian (and also of German) old-age part-time scheme
 - Early retirement
 - No improvement of working conditions and reduction of pension shock – since block-model dominated

Conditions de travail et formation – commentaire Graf et. al -

- Main reasons for this outcome
 - Scheme was not designed to increase retirement age and improve working conditions
 - Allowed block model and started well below retirement age
- No substantial decrease of working hours for older workers in EU
 - in 2004 55-64 year old worked only 1,3hrs less per week than 25- 44 year olds – no change over the last decade

Conditions de travail et formation – commentaire Graf et. al -

- Phased retirement often takes places after retirement - through combination of pension and small jobs
- Employment rates of 65-69 year old in 2005
 - Men: EU-25 8,2%, DK 22,4%, FR 3,4%, DE 8,1%, PT 36,3%, SE 20%
 - Women: EU-25 5,4%, DK 7,1%, FR 2,7%, DE 4,7%, PT 21,8%, SE 10,4%
- Sometimes voluntary to reduce pension shock but also to compensate low pensions

Conditions de travail et formation – commentaire Graf et. al -

- Many good practice company examples of phased retirement to keep workers longer in work and improve working conditions
 - In most cases modest reductions of working hours (for example from 37 to 30 hrs.)
 - High flexibility in form of working time reduction (weekly, monthly, yearly – longer holidays) – often new working time culture required
 - Often financed through collective agreements or working time accounts
- Small working-time-reductions less expensive and less exclusive than drastic change from full- to part-time

Conditions de travail et formation – commentaire Behaghel et al. -

Main results:

- less older workers in companies with changes in technology and organisation
- More older workers in companies with flat hierarchies
- Further training has positive impact on employment and wages of older workers but negative impact of changes in technology and organization remain
- Age effect probably stronger because of high selection of older workers (many are not employed any more)

Conditions de travail et formation – commentaire Behaghel et al. -

Very interesting correlations but caution in interpretation required:

- Study measured employment of older workers only in France
- High probability that unobserved variables are important (like discrimination, many French institutional effects)
- International comparison needed which shows higher variation than analysis within one country

Conditions de travail et formation – commentaire Behaghel et al. -

- Substantial variations in employment rates of older workers in general and by skill level across countries
- Possible reasons – Differences in
 - Age discrimination
 - Strategies of employers
 - Work organization
 - Institutions: Education and training, pay, health and safety, pension systems etc.

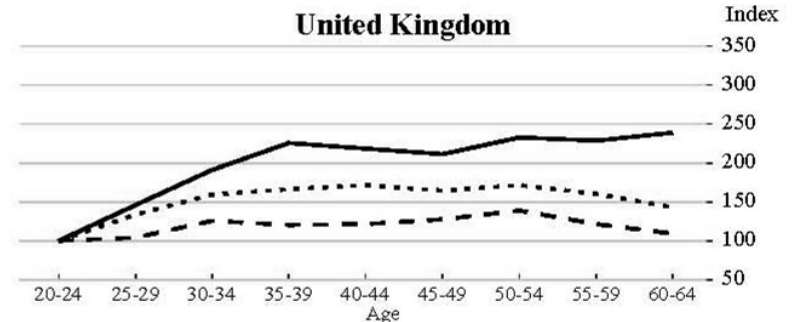
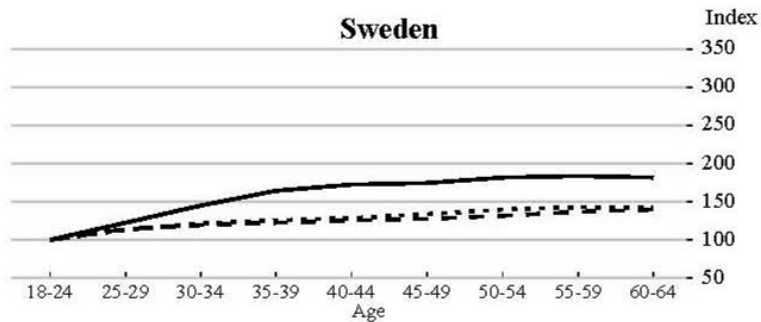
Conditions de travail et formation – commentaire Behaghel et al. -

- Main reasons for high employment rates in SE
 - Good basic education and training plus high investments in LLL
 - Low age discrimination
 - No seniority based pay systems
 - Solidarity wage policy – reduction of mobility costs
 - Flat hierarchies
 - Proactive health and safety policy
 - High level of gender equality
 - No early retirement policy

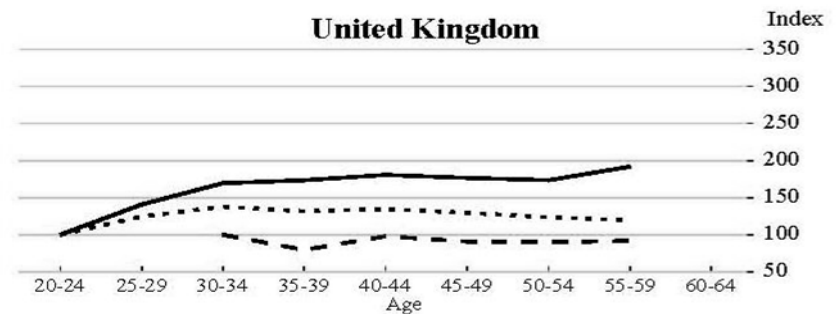
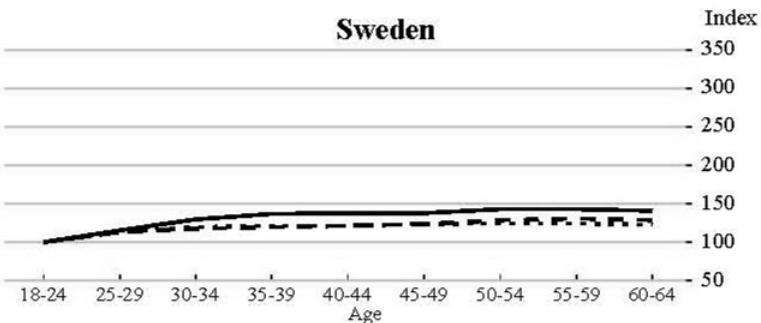
The Structure of Earnings by Age and Gender

— Tertiary - - - Upper secondary - - - Lower secondary

MEN



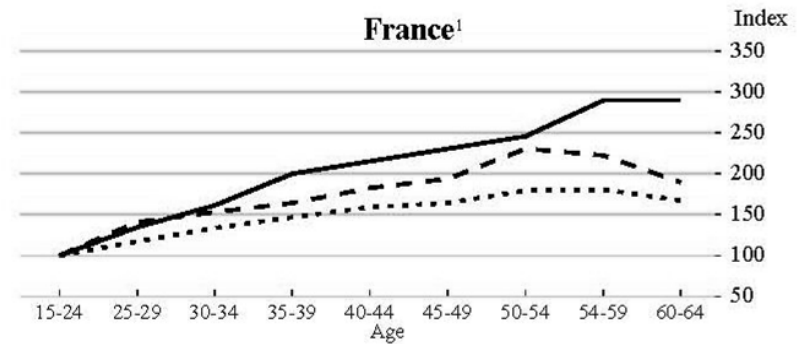
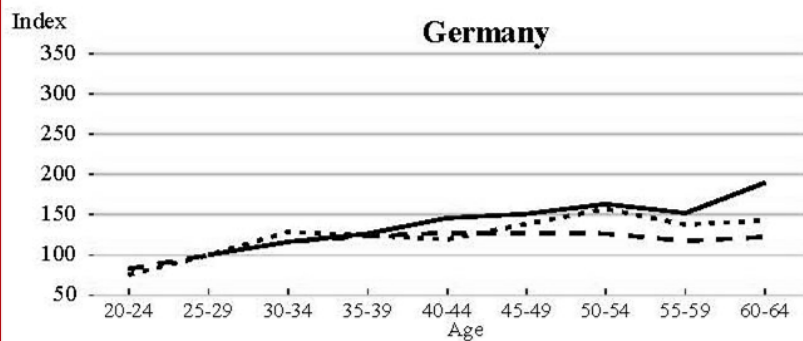
WOMEN



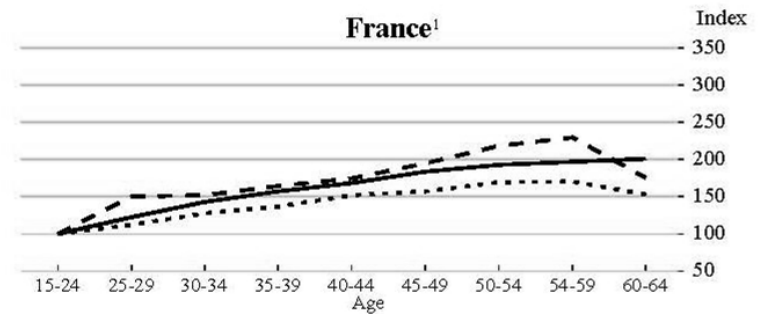
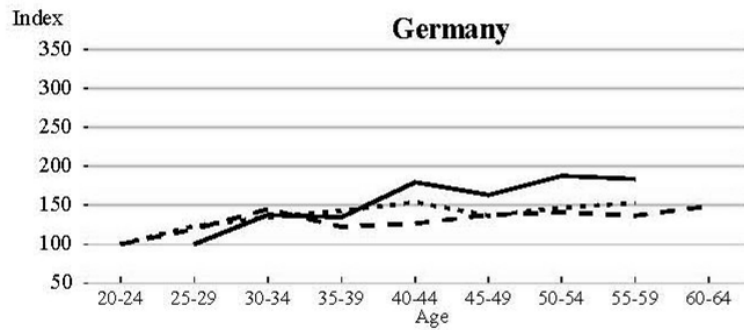
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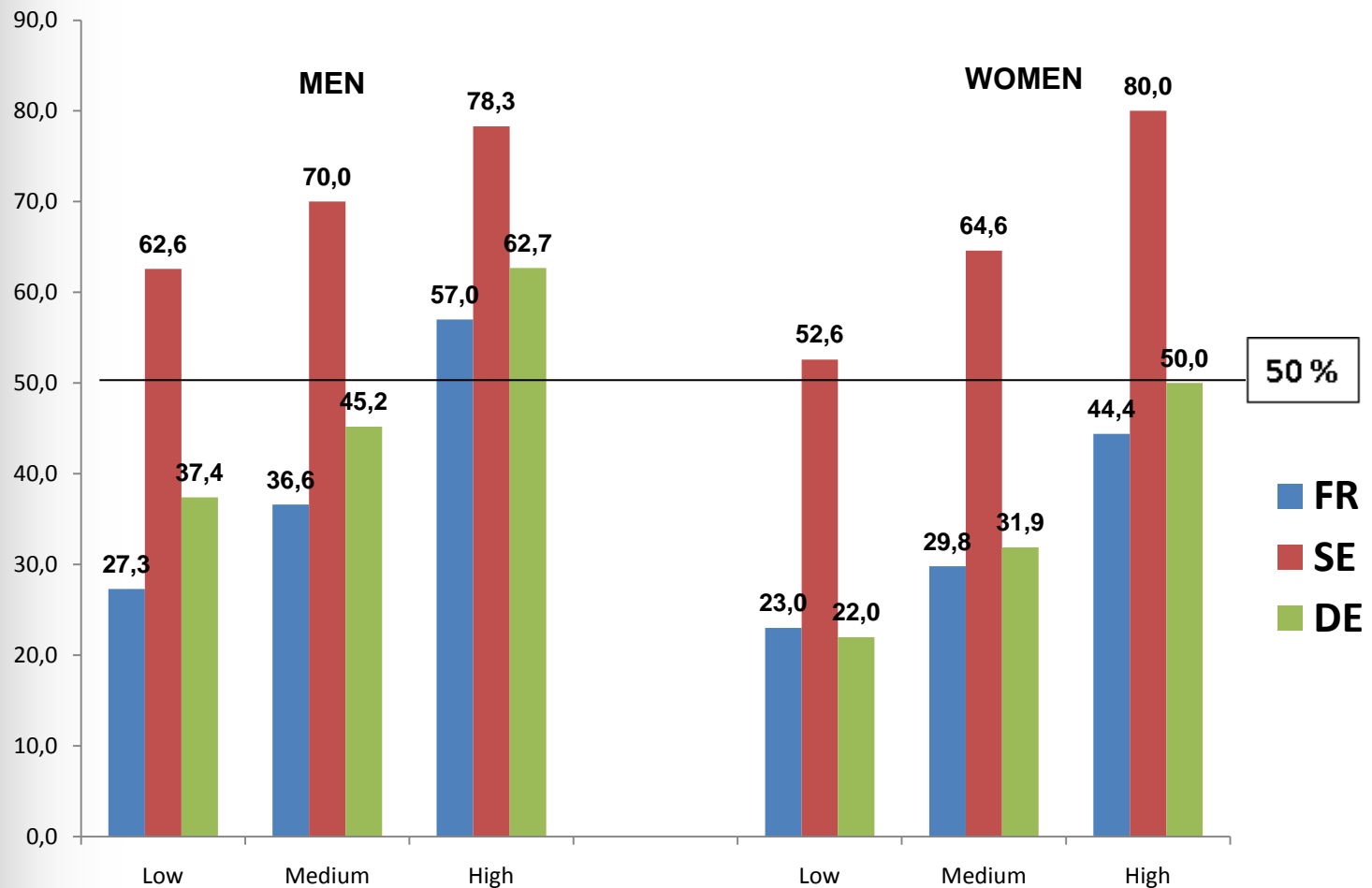
- Are skills becoming obsolete through technological and organizational change?
- Need to differentiate:
 - General skills as languages, mathematics, social skills last a life as long as they are used
 - Broad vocational skills have a long half-life
 - Narrow vocational skills and specific skills have a short half-life

Participation in Further education and training 2007

	Participation rate in %		Hours of education training per participant
	All	50 years and older	
EU-15	34.6	26.4	71
DK	37.6	32.5	121
DE	43.1	33.7	76
FR	34.1	21.3	57
NL	42.1	33.1	59
AT	39.8	30.7	92
SE	69.4	63.7	73
UK	40.3	35.6	48

source: EU Adult Education Survey

Employment rate people aged 55-64 by level of education, in 2005



source: Eurostat: Statistic in focus 15/2006