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**Extending working lives in Europe: Similarities and differences
between early mover countries and late mover countries with special
focus on Poland**

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The Project MoPAct

- **‘Mobilising the potential of active ageing in Europe’**
- **7. EU-Framework programme, 03/2013 – 02/2017**
- **10 work packages/research fields covering various topics (e.g. health, pensions, active citizenship)**
- **Work package 3: ‘Extending Working Lives’, Lead: Gerhard Naegele**



- ❖ **CASE – Center for Social and Economic Research (Warsaw)**
- ❖ **CEPS – Centre for European Policy Studies (Brussels)**
- ❖ **ECV - European Centre – Europäisches Zentrum für Wohlfahrtspolitik und Sozialforschung (Vienna)**
- ❖ **INRCA – National Institute of Health & Science on Ageing (Ancona)**
- ❖ **NIESCR - National Institute of Economic and Social Research (London)**
- ❖ **PRAXIS – Praxis Center for Policy Studies (Tallinn)**
- ❖ **University of Southampton**
- ❖ **TUD/FFG – Institute of Gerontology at TU Dortmund University (Dortmund)**

Mopact work package 3 objectives

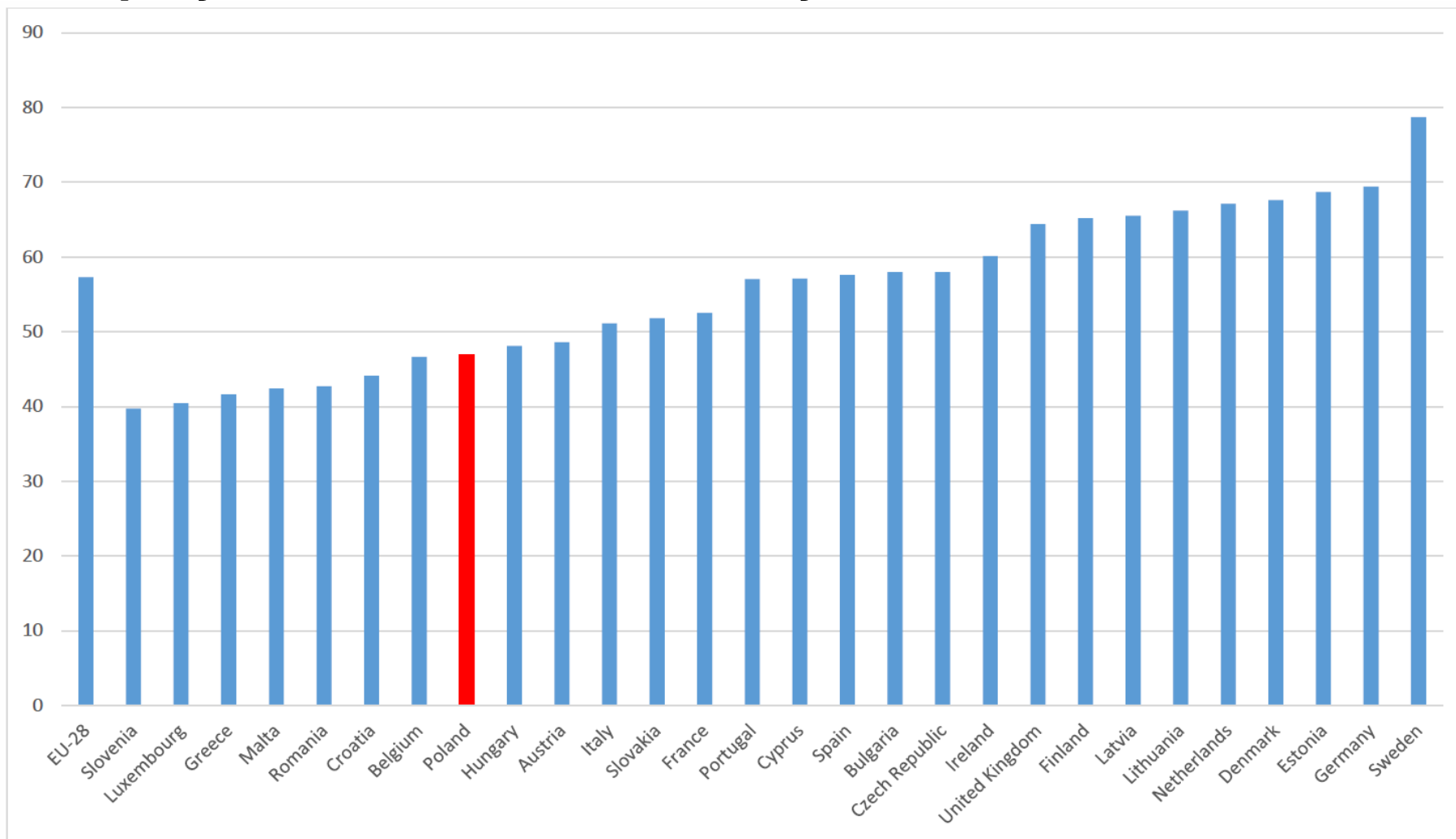
- **Extending working lives and raising the employment rate of older workers, aided by lifelong learning (LLL)**
- **Work package 3 will identify innovative, effective, sustainable and transferable private and public-sector strategies that encourage and enable older (including unemployed) workers**
- **(1) to stay longer in employment (pre & post-retirement age) and**
- **(2) to intensify lifelong (vocational) learning in the later stages of the working life**
- **Putting special focus on the corporate level**

Some features of ageing and working in Poland

- **Strong cohort of baby boomers between 55 and 59**
- **Poland is exceptional successful in reducing unemployment of older workers**
- **Above-average rise in employment rates of 55-64 year olds between 2005 (32 %), 2010 (36 %) and 2015 (47 %) (EU average 54 %); however**
- **In terms of (older) female employment Poland is a „late mover“; Poland´s potential for higher older people employment rates lies strongly in the sphere of female employment**
- **However: Strong representation of older workers in the so called „black economy“**
- **Compared with other EU countries Poland is a „late mover“ in terms of willingness and ability to raise both activity rates of older workers as well as age management in companies**

- ***First interim conclusion:* Situation better than expected, what gives reason to be optimistic in terms of managing the challenges of Poland`s ageing workforce**

Employment rates of the elderly in the EU-28, 2015



Raising retirement ages and closing/complicating early exit pathways

- **2012: Raise of men´s legal retirement age from 65 to 67 in 2020 and for women from 60 to 67 until 2040**
- **However, previously Poland had an in average low factual retirement age due to both many early exit pathways for certain groups inherited from the past (e.g. policemen, teachers, railwaymen, minors) as well as in ardeous sectors (e.g. steel- and energy production)**
- **Closing/complicating early exit pathways (e.g. for unemployed, „bridging pensions“**
- **On the other hand: Poland is one of the countries with the highest increases in pension wealth for working additional years after reaching retirement age**
- **This is even true when comparing Poland to some „early mover“ countries**

- ***Second interim conclusion:* Rise in the employment rate of older workers strongly influenced by policies and less through improving employment conditions for older workers**

Do Polish retirement age-policies incentivize working longer?

- **MoPACT research question: which groups benefit/are reaching raised retirement ages/are working after retirement ?**
- **„New“ social inequalities ? - like in early mover countries**
- **MoPact research: Financial incentives have the weakest effect among those bearing objectively the highest financial need to work longer (also in Poland?)**
- **Are working / health conditions suitable to support Polish o.w. to work longer ?**
- **Poor health was (ist still) regarded as the main reason for early exits (in the past)**
- **Still today health status of adult Poles is known as nearly the worst of adults compared with EU countries**
- ***„Poland needs financing, access to medical infrastructure (e.g. rehabilitation centres, ICT tools, developed cardiology and endocrinology ... geriatric knowledg in hospitals“***
- **WP3 research: To unfold its full potential, financial incentives need to be supplemented with pro-workability/employability measures on company level**

- ***Third interim conclusion:* Financial incentives need to be supplemented by human resource policies in terms of pro-workability/employability measures**

How to *enable* Polish older workers to stay longer in employment through human resource, national health and lifelong learning policies? – features of work (place) - related barriers for working longer

- In terms of *enabling* policies still strong differences to ‚early mover‘ countries
- In ‚late mover‘ countries the classic ‚risk factors‘ of older workers in terms of (worse) health, skills and working conditions are still of outstanding importance
- Current cohort 55-64 spent a significant part of their working lives under the old regime, with different/worse health/skill circumstances
- *„The participation of o.p. in the labour market faces obstacles to its fulfilment, such as the reluctance of employers to hire older people, a lack of flexibility in working conditions, labour market segmentation, and the incidence of negative stereotypes and ageism .. The Polish health care system lacks modernisation .. Geriatric care is widely not known“.*
- Lifelong learning: Older people with one of the lowest participation rates in further training in Europe
- *Fourth interim conclusion:* Preventive measures aiming at the classic employments risk factors for older workers of high importance for succeeding cohorts

Good news“ for Polish ageing workforce in sight ? – Evaluation of the „Polish way“ from a wp3-perspective (1/2)

- **Promising programs aiming at investing in human capital/employability of older workers, but need time to reach the work-place level (e.g. Solidarity between Generations, Nat. Health Progr., Int. Year of act. ageing, Council 50plus, ASOS)**
- **MoPAct Evaluation as *“innovative”*:**
 - **Promoting awareness in terms of age discrimination and ageism, age-friendly company culture, age management**
 - **Comprehensive approaches and different responsible actors adressed**
 - **Focussing the regional and local level**
 - **Promoting self employment**
 - **Poland ranks 3 in the EU in early-stage start-up activities of people 50-64 (2009)**
 - **Part-time as an option to enable older workers to remain in employment**
 - **Healty ageing a new directive**
 - **Innovative efforts to activate disabled (older workers)**

Good news“ for Polish ageing workforce in sight ? – Evaluation of the „Polish way“ from a wp3-perspective (2/2)

- **Measures to improve skills and professional competencies of people aged 50+, but which are also addressing younger generations (life-cycle approach)**
- **Efforts to spread age management knowledge, showing that age management is not costly, and implementing age management programmes in companies**
- **Work-life balance policies and reconciliation of paid work and family tasks/care**
- **Several innovative opportunities for women to combine work and family**
- **To mobilise the potential of seniors on different levels beyond paid work**
- **Due to the communist past, private entities incl. NGOs are underdeveloped in Poland, however meanwhile numerous seniors' clubs, foundations, and associations founded; in all, older people's social engagement – outside religious activities – is very low in Poland, which stands in strong contrast to some early mover countries like G.**

- ***Fifth interim conclusion: “Keep on going”, but realize existing gaps; support by monitoring and scientifically evaluation in terms of long-term effects is needed***

Lessons to be learnt from MoPACT wp3 with special importance for the further development of the „Polish way“

- **Organisations play an outstanding role, SME with special needs for support**
- **Concepts of *workability/employability* best points of departure, however need to be adapted to late mover countries**
- **In general companies' actions differ with HR leaders' ideas and attitudes**
- **The active involvement of works councils and older workers as 'end users' and 'co-producers' is required**
- **To foster the transfer of 'best practice' measures, primarily those which have been positively evaluated in terms of costs and benefits**
- **'Demographic-sensitive' culture crucial for corporate age management**
- **HR strategies should be embedded in a 'life-course orientation', taking the whole working life course as point of departure**
- **To promote part-time work, targeted on groups who would completely drop out of the workforce if part-time work would not be available**
- **Collective agreements helpful in facilitating approaches and measures**
- **To disseminate lifelong learning activities to the regional / local level**

Final recommendations from the Polish MoPACT experts

- 1. Establishing and maintaining dialogue and cooperation between stakeholders (associations, local authorities and governments, NGOs, seniors, ministries, producing policies)**
- 2. Establishing and developing media coverage of awareness raising policies related to active ageing, ageism and stereotypes**
- 3. Establishing and developing policies on active ageing from the youngest age in order to guarantee the effectiveness of life-cycle oriented policies**
- 4. Encouraging the involvement of employers in the employability of people aged 50+**
- 5. Introducing and developing IT tools in order to develop social innovation**
- 6. Guaranteeing and ensuring the monitoring and evaluating of all programmes and initiatives led in the field of employability, health, life-cycle orientation, and LLL**



Thank you for your attention!

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