

Background Information on the Austrian Peer Review

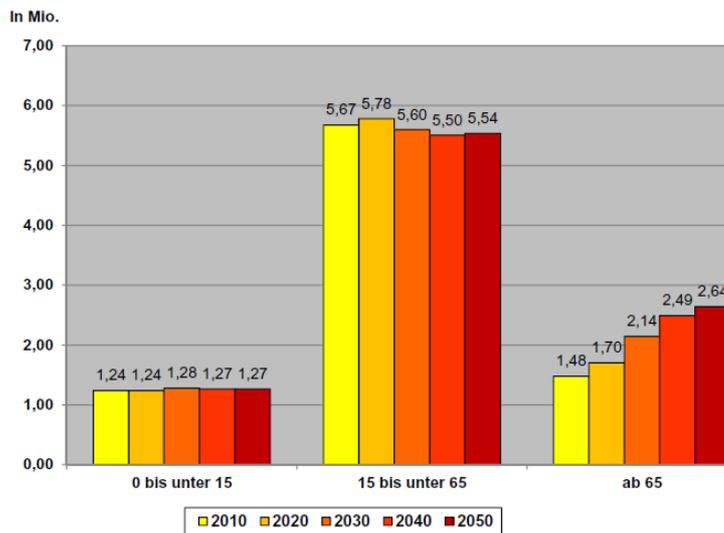
“Active networking in the field of demographic change in Upper Austria”

September 18, 2012, Vienna, Austria

This document aims to providing brief information for the Austrian Peer Review within the framework of the project “Central European Ageing Platform for an Ageing Society” (short: CE-Ageing Platform). It is designed to assist the project partners to prepare for the Austrian Peer Review to be held on September 18, 2012 in Vienna.

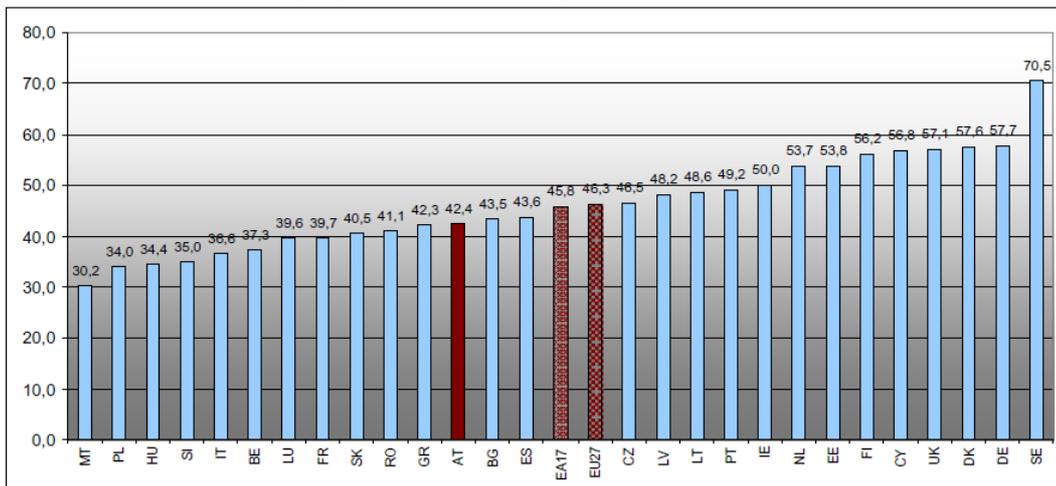
Facts and Figures

Development of Austrian Population 2010-2050 (Age groups: 0-15; 15-65; 65+)



Quelle: Statistik Austria, Bevölkerungsvorausschätzung 2010 (mittlere Variante)

Employment rate 55-64 years in %, 2010



Quelle: Eurostat



The present situation and future prognosis in Austria is the following: Fertility in Austria lies below the EU-27 average and only a moderate recovery is expected. Thanks to life expectancy rising above the EU-27 average and significant immigration, the population is expected to grow until 2050 by almost 10 %. The old-age dependency ratio is expected to double but will stay slightly below the EU-27 average. Public debt is close to the EU-27 average and public social protection expenditure is expected to rise only moderately over the coming decades.

The **specific challenges faced** are that female employment rates are high, but many women work part-time and their hourly pay is significantly lower than men's; childcare facilities for children 0-2 years are limited. Further, older workers represent a significant potential for increasing employment as their employment rates are well below the EU-27 average. Employment may also benefit from improving qualification levels of third-country nationals and ensuring their better integration into the labour market.

Does the National Reform Programme (NRP) or other national programmes refer to active ageing and/or demographic change? The further increase in labour force participation in the context of an ageing population was prioritised and defined as one of the five most crucial macro-structural growth barriers in Austria. Austria's Reform Program (2012) does refer to Active Ageing: <http://www.austria.gv.at/site/4892/default.aspx> (pages 12-15). The focus of the labour market policy is on the preservation of the employment capacities as well as on the creation of the basic conditions making for employees staying longer in gainful employment.

In Austria there is **no country-wide Active Ageing Strategy** developed. However, in 2007, all Austrian Territorial Employment Partnerships together established a green paper on Active Ageing including recommendations and actions to be taken by actors on all levels of governance (see <http://www.pakte.at/themen/aeltere.html>)

Does Austria follow a combined policy approach (linking economic, social, health and educational policies) in the context of ageing? Yes, policy fields are linked strategically as well as operationally. In order to enhance participation of older employees in the labour market, the government, for instance, lays down a bundle of measures to be set by an accompanying law of the budget law 2011. A working group of the social partners has convened to work out improvements of the overall conditions (e.g. prevention, older age-adequate workplaces) for employees to continue working life.

Does the ageing policy in your Member State include other geographical foci than the national?

Many stakeholders in Austria take responsibility in implementing and shaping the Europe 2020 Strategy and, hence, are participating in designing and implementing policies related to population's ageing. A multi-level approach to ageing, most likely reveals within the TEPs network where local, sub-regional, regional as well as national actors join in order to link labour market policy with other policy areas, such as social, economic and educational policy.



To (re-)integrate older people into the labour market the following specific policy actions are taken:

- Activating measures and employment projects such as socio-economic enterprises and community employment projects
- Integration subsidies such as COMEBACK (http://www.ams.at/sfu/14091_817.html)
- Regional project MOWIJOB–Modularer Wiedereinstieg Job/Berufsleben in Carinthia

The following specific policy actions are taken in Austria in order to retain employment for older workers:

- Temporary work agencies such as flexwork (www.flexwork.at/en/) and Job-TransFair Gemeinnütziges Integrationsleasing GmbH (www.jobtransfair.at/)
- Labour Foundations for older workers – Outplacement (however, also Implacment foundations are in place such as job konkret 45+ in Lower Austria and „Erfahrung zählt“ in Styria)
- Regional project WAGE: “Winning age, getting future” from 2004-2006 and regional network “Älter werden. Zukunft haben!” since 2007 (www.wage.at)

In order to support SME's in respect of the demographic change the following is done in Austria:

Productive Ageing is implemented by the PES-Public Employment Service Austria (<http://www.ams.at/english.html>) with various measures across the country in order to assist SME's in enhancing further trainings for employees as well as optimizing personnel management. Examples on the regional level include the Cross-generational Competence Management in Styria, thereby supporting HRD-Managers in developing long-term cross-generational HRD-Strategies (www.ce-ageing.eu/) and the Upper Austrian company network “Älter werden. Zukunft haben!” supporting companies in generation management since 2008. (www.wage.at/index.php?id=33)



In the following you can find background information to the presentations that are going to be held within the Peer Review:

“Fit 2 Work” – The Austrian consulting service for secondary prevention of occupational diseases

<http://www.fit2work.at/>



project management for business consulting:

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The **Labour and Health Act (Arbeits- und Gesundheitsgesetz)** was adopted by Parliament in December 2010 and put into force on 1st January, 2011. The actual kick-off was on 1st of July.

The **key objectives** of “Fit2Work” are to preserve and to improve on a sustainable basis the capacity for work and employability of employees as well as to prevent employees from retiring prematurely for health reasons.

By establishing low-threshold consulting services focusing on the secondary prevention of occupational diseases, the following is to be ensured:

- to reduce invalidity / to prevent unemployment for health reasons at an early stage,
- to reintegrate labour force into the labour market after longer periods of sick leave for health reasons, as well as
- to preserve their capacity for work on a long-term basis by taking preventive measures
- to reduce early retirement due to health reasons.

“Fit2Work“ should be seen as a **navigation tool** to combat early retirement and long-term unemployment. Furthermore, the programme fulfills the function of an intermediary providing guidance through the numerous services of the partner organisations.

The range of services of “Fit2Work” **targets the following groups**:

- working people, unemployed persons, and enterprises as well as employee representations.

The planned range of services of the “Fit2Work” programme consists of different levels: basic information (IT-supported initial overview, “Knowledge Platform”), consulting services and case management for persons (= PERSONENBERATUNG).

The intensity of support measures is adjusted to the potential for self-help of the clients.

A consulting services for enterprises is build up. In the business consulting, based on the analysis with the Workability Index Plus™ an organizational- internal integration team will be mentored and implemented.



Additionally a tailored range of consulting services will be made available to enterprises (= BETRIEBLICHES EINGLIEDERUNGSMANAGEMENT).

Accompanying public relations work will raise public awareness of the issue.

The **core partners** of this initiative are: The Federal Ministry of Labour, Social Affairs and Consumer Protection (chair), the Federal Ministry of Finance, the Federal Ministry of Health, the Federal Ministry of Science and Research, the Pension Insurance Institution, the General Accident Insurance Institution, the health insurance institutions and the Public Employment service.

The consulting service is **financed** by the institutions, which will profit financially in the medium to long term. Fulfilling the functions of an intermediary and navigator across the spectrum of services available, "Fit2Work" defines itself as a prime example of "**intelligent austerity**". The evaluation of pilot projects demonstrated that each Euro has at least a threefold return within one year. These estimates are rather very conservative. Different scientific studies assume a return on investment of up to 1:10.

The delay of invalidity pension payments by one year on average results in expenditure cuts by about 300 million euro annually.

The implementation of the individual case management started in September and October 2011 with three Austrian provinces (Bundesländer), continued 2012 with three further provinces, taking on business consulting with June 2012 and step by step taking on board the rest of the three provinces in 2013.

Irene Kloimüller; Renate Czeskleba/2012

"Winning age – getting future" – Upper Austrian Network

<http://www.wage.at>



The Upper Austrian Network 'Winning Age. Getting Future!' was established in 2004. This network currently comprises 60 partners.

Thus, since 2004 the social partners and further important regional stakeholders such as:

The Federation of Austrian Industries (IV OÖ), Public Employment Service Upper Austria (AMS OÖ), General Accident Insurance Agency (AUVA), Vocational Training Institutes of Upper Austria (BFI OÖ), Institute for Economic Promotion (WIFI OÖ), State Government of Upper Austria (Land OÖ), HR-Network, Regional management Upper Austria (RMOÖ) or regional hospital operator (gespag) joined the network.



Furthermore, the network is joined by 40 companies which target the maintenance of work ability in their companies, institutions/organisations. Thus, the network partners jointly promote age appropriate framework conditions in a targeted and sustainable manner in Upper Austria. The primary aims of the network 'Winning Age. Getting Future!' are:

- Joint creation of framework conditions at company and corporate level towards age appropriate workplaces and successful generation management in companies.
- Pooling of national and international Know-How.
- Demonstration and recommendation of age-management tools and available products/offers towards active ageing in the region.
- Awareness rising activities about demographic challenges and its opportunities.

The partnerships and cooperations within the network enable exchange of knowledge on regional, national and international scope, Know-How and needs of employers and employees towards the maintenance of work ability. Along the concept 'house of work ability' by Juhani Ilmarinen manifold activities and events are initiated and organised which focus on health; qualification; values/attitude/ethics and working conditions/generation management/leadership.

Since 2011 the network is embedded in the international project "Central European Knowledge Platform for an Ageing Society". This international cooperation enables and fosters the pooling of international Know-How on a broad level. All the gained results and insights in this international project will be drawn and elaborated on the regional scope in the Upper Austria and on the activities of the network. This approach is meant to benefit the regional partners, institutions/organisations and companies towards the improvement of age appropriate working conditions on the company and corporate level.

Bus driving – a job for a lifetime"

Upper Austrian good practise example of sabtours Touristik GmbH



- **Who is sabtours?**

Upper Austria's largest private bus company (100 busses – 4 locations)

Established in 1961

Public line operator in the city of Wels – 6.2 mn passengers, 33 busses fueled by biodiesel generated from used cooking oil

6 regional lines, also as subcontractor



Modern fleet of 23 tour busses

25 travel agencies (Upper Austria, Salzburg, Lower Austria, Vienna)

Tour operators (Kneissl Touristik and sabtours Touristik)

- **What was our problem?**

2007 age structure analysis: 42 % are 50+, 11 % are <30 years old

bus-drivers have to work longer in the future because of

new rules – gradual raising of the retirement age to 65 years

longer sick leaves for older employees

bus-drivers are often suffering from various complaints

decreasing birth rates

- **What is our aim ?**

We want the “best” employees

They should stay healthy as long as possible

We want to enable our staff to remain in work for longer, they should enjoy it

We want to be an attractive place of work

We want to improve our working conditions constantly

Our staff should be as healthy as possible at the time of retirement

- **What is the “heart” of our project?**

“Healthy dialogues” – every two years (by line manager)

Cautious conversation with employees who are longer ill (by occupational health practitioner)

Seminars for employees in leadership position (by Prof. Böhnisch/Johannes Kepler University Linz)

and Coachings for them (by industrial psychologist, www.arbeitsleben.at)

Useful Links:

- <http://www.bka.gv.at/site/4892/default.aspx>
- <http://www.bmask.gv.at/cms/siteEN/>
- http://www.pakte.at/themen/aeltere.html?_lang=en
- <http://www.austria.gv.at/site/4892/default.aspx>
- <http://www.ce-ageing.eu/>
- <http://www.arbeitundalter.at/>
- <http://www.wage.at>
- <http://www.fit2work.at/home/>
- <http://www.danube-region.eu/>

We are looking forward to a successful Austrian Peer Review!