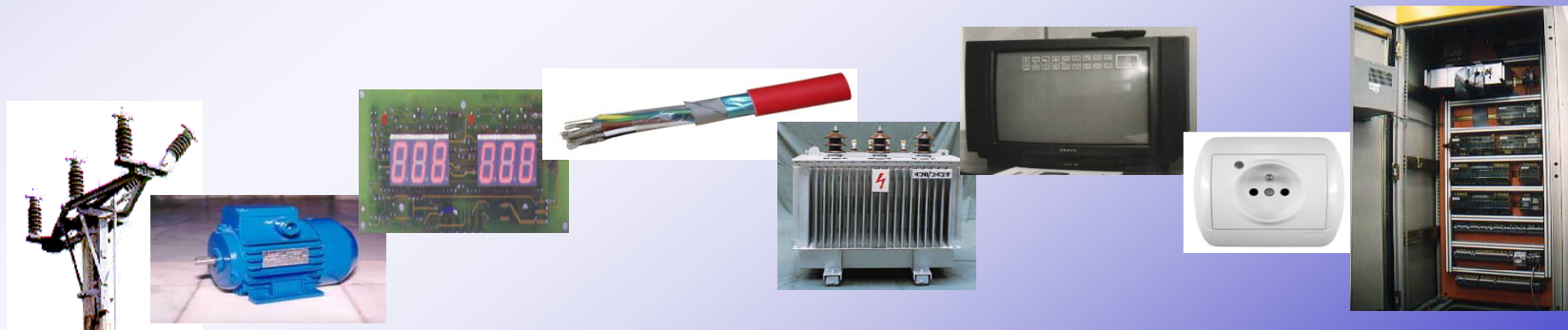


Ageing Workforces – Managing of Challenges

Ageing workforce – managing of calls in
2007/2008 by view of 2012



Ageing Workforces project participants:

- *Association of Employers of Slovenia - ZDS, Ljubljana (autor)*
- *Croatian Employers' Association - HUP, Zagreb*
- *Confederation of Hungarian Employers and Industrialists
- MGYOSZ, Budapest*
- *Confederation of Industry of Czech republic - SP, Praha*
- *Federation of Austrian Industry – IV, Wien,*
- *National Union of Employers of Slovakia – RUZ , Bratislava
(ZEP SR)*

Basis:

- In 2000: decreasing number of economic active population will cause EU economic downturn
- survey was realized in 6 countries (within EU funding), in 1300 enterprises with 630 000 employees
- increase of average employment rate of people of age 55 to 64 up to 55% by 2010 was approbated by ER in Stockholm
- increase of economic active age up to 65 by 2010 was suggested by ER in Barcelona

Reality knowledge:

- in 2007 especially large enterprises realized that workers of age 55+ will become important workforce
- SME did not have or have a small contribution to employ people of 55+ in 2007

Strengths and weaknesses

- experience
- loyalty to employer
- professional knowledge
- higher responsibility
- reliability
- practical ability
- low flexibility
- insufficient mobility
- averseness to new form of work
- low qualification
- individual approach

In such countries like Austria or Slovenia with higher aged workers good protection are these the main reasons why enterprises deny to employ higher aged workers.

Strengths of young workers:

- good mobility
- foreign languages
- ability in new technologies (especially IT)
- team-work

Conditions of employment people of age 55+

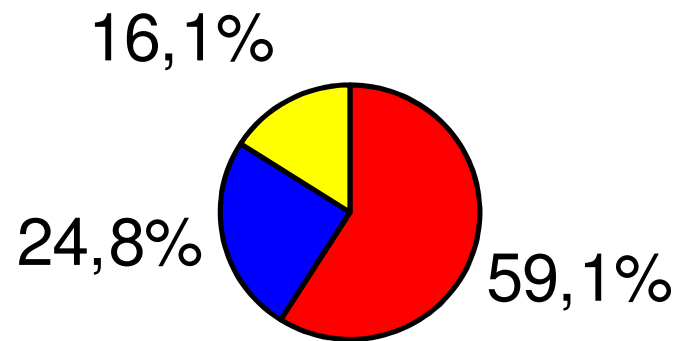
- specific, high-qualified jobs
- advantages like:
 - *tax-relief*
 - *social fund contribution rebate*
 - *government subsidies*
 - *flexible work-time*
 - *fixed term labour contract*

To improve employment of 55+ is needed:

- more flexible combination of retirement
- support of training and education
- state contribution for adaptation of workplace
- transparency in providing of advantages and rebates
- more opportunities (rebates) for SMEs
- move the terms of retirement

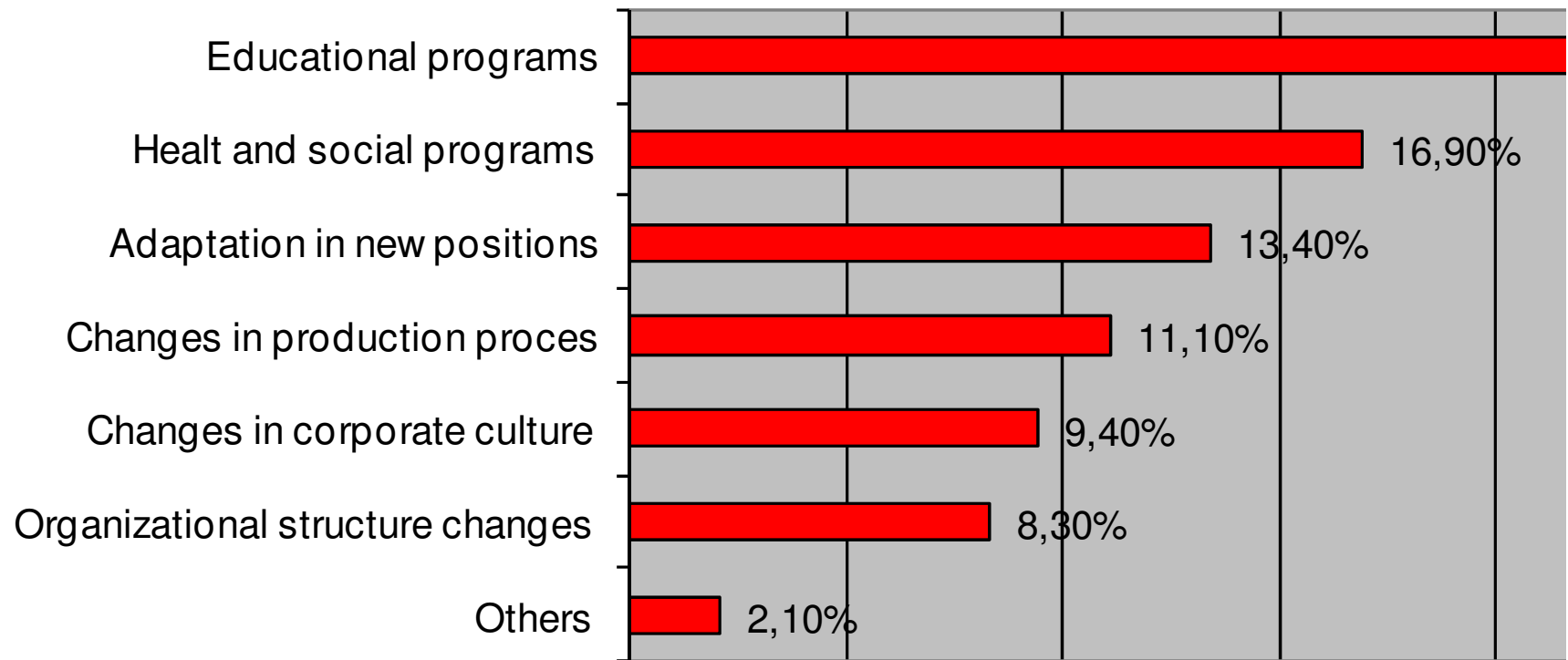
In these days it should be the responsibility each of us to keep own employment by training and education.

Is there an interest of enterprises to employ 55+?



- no 55+
- yes 55+
- never employ

Types of activities enterprises provide (offer) for 55+ workers





Thank you for your attention.

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