



# WS I: Development of the CE-Ageing Strategy, Part I



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## Challenges, Trends & Scenarios 2030, 2050

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ZENTRUM FÜR SOZIALE INNOVATION  
CENTRE FOR SOCIAL INNOVATION



- \_ Results of the **ASG working session** in Linz, 16 December 2011
- \_ Results of the **online-survey** (January, February 2012)

... serves as **basis for the development** of the **CE-Ageing Strategy**



## \_ Equality

**Equal chances as well as equal opportunities independent from gender, age, ethnical background and education exist in CE in 2050. An “all-age-friendly” labour market with a sustainable social security system is in place.**

## \_ Cooperation

**Intergenerational cooperation is vital in CE in 2050. The society is well balanced and cooperative as well as integrative.**

## **\_ Well-being**

**Since well-being is important in CE in 2050, the society has a healthy population living in a healthy environment (“Growth for Green”). A good health care system and healthy work places are established and new job professions developed (e.g. in the field of health, care and in mobility).**

## **\_ Digital society**

**In 2050, the CE population lives in a digital society with high-technological working places as well as developed ICT solutions to assist the population (in particular the specific needs of the very old).**

The society in 2050 follows the principle “**Everyone has a talent**”.

Early talent identification is practiced where individual’s talents are systemically recorded.

A **transparent social security** and **health care system** is established.

Adequate technical-based and communicative services for elderly are in place, in particular in the fields of health and care.

A **stable economy** is established based on an entrepreneurial culture, increased migration as well as regional ecological (agricultural) products.

## Online survey results

### \_ Duration

January to February 2012

### \_ Participants

26 validated survey participants

16 female participants – 10 male participants

10 participants between 26-40 years old

16 participants between 41-65 years old

### \_ Institutional background

Ministries, NGOs, universities, scientific/research institutes, companies, etc.

## **\_ Idealistic conceptions of the society in 2050**

**Inter-generational cooperation & exchange**

**Diversity & multiculturalism**

**Paradigm change**

## **\_ Relationship between the rich and the poor**

**Intervention by the state → Re-distribution**

**Flexible approaches of retirement**

**Lifelong learning**

**Redefinition of “rich” and “poor”**

*“The status of rich and poor and who is regarded “successful” will be changed in relation who really makes a contribution to society (the broker, the single mum?).”*

## **\_ Social injustice - conception of disadvantaged groups and territories**

**Primarily linked to gender inequalities**

**Equal opportunities to education and employment**

**Benefit systems for disadvantaged territories:**

*“Less developed areas should be supported by bonuses (less taxes, fees) for institutions wishing to establish a business in the area.”*

## **\_ Labour force participation**

**Life long learning**

**Flexible working environment**

## \_ Social and health care systems

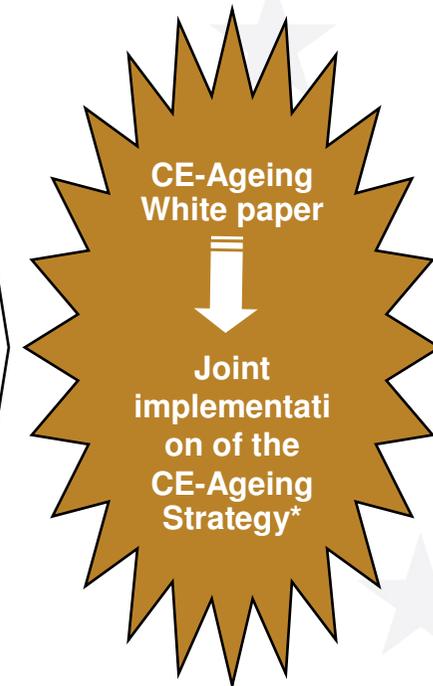
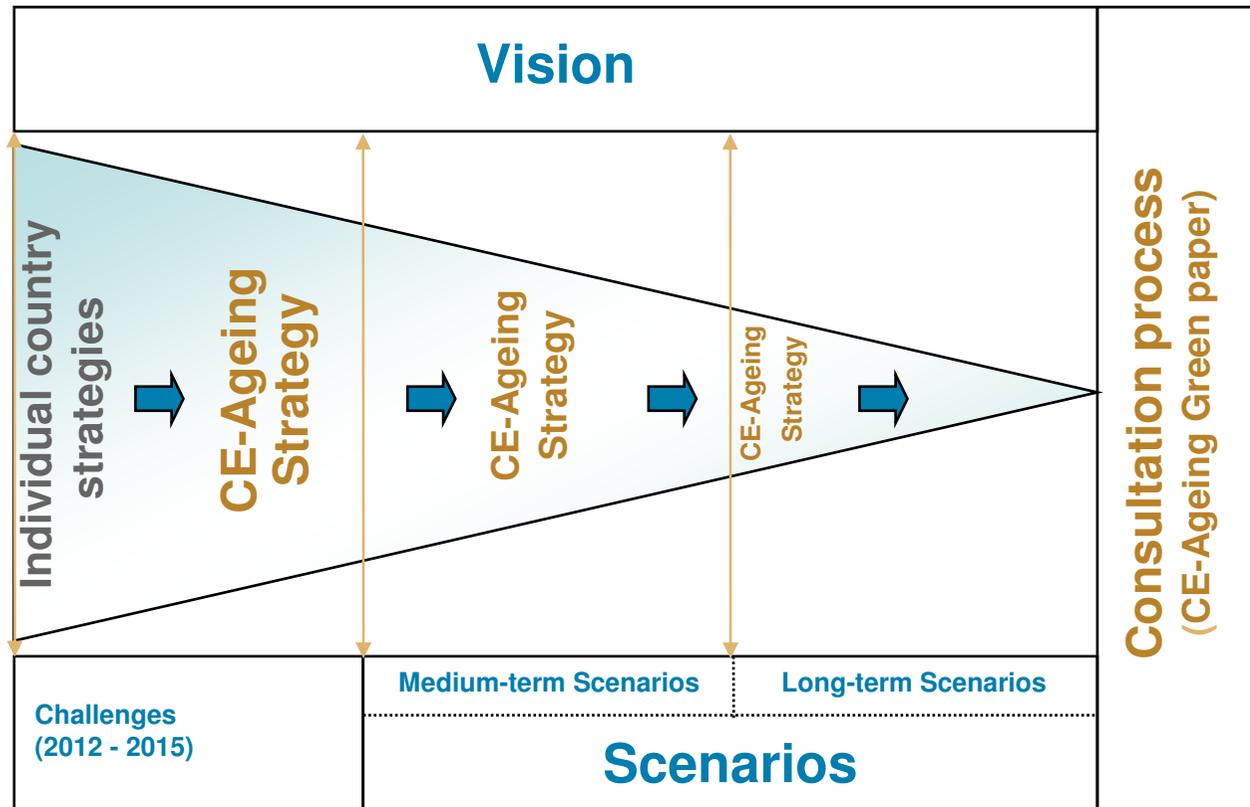
**Focus on prevention**

**Improved coordination**

**Self responsibility**

**Involvement of local communities and NGOs**

*“In 2050 the social security system will primarily promote the own responsibility of the people in ensuring basic living conditions. In the case that certain groups will be still in need for the assistance, in addition to state the extremely important role will lay on the local communities and NGOs.”*



\*targeted

## Five experts contributed on **current challenges, trends & scenarios**:

- Dr. Dragana **Avramov** (Population and Social Policy Consultant)
- Prof. Dr. Andreas **Hoff** (Zittau/Görlitz University of Applied Sciences)
- Dr. Dimiter **Philipov** (Vienna Institute of Demography)
- Prof. Dr. Reinhold **Sackmann** (Martin-Luther-University Halle-Wittenberg)
- Dr. Pieter **Vanhuysse** (European Centre for Social Welfare Policy & Research, Vienna)

## Expert views on current challenges (5 core topics)

- 0 (Financial crisis: market, state budgets, €-crisis)
- 1 Improving employability (e.g. labour force participation, change of work conditions, investment in human capital, combination work with care, etc.)
- 2 Need for adaptation/changes in pension systems (e.g. reduce early labour market exit, reduce high pension spending burden, changes to the intergenerational contract, instruments enhancing fertility, etc.)
- 3 Need for adaptation/changes in family policy (e.g. conflict solving of work for pay and work for the family, etc.)
- 4 Immigration policy is needed (e.g. integration into labour force and hosting societies, ageing of immigrants, etc.)
- 5 Long-term sustainability and efficiency of health and social care systems

→ All 5 topics are to be defined based on regional specifications in CE

## Ad 1) Improving Employability

- **Labour force participation**, in particular inclusion of younger old into productive work, widening the talent pool by activating / retaining older workers
- Investment in **human capital** (organizing permanent education and training)
- Enhance **women employment rate** of older people
- Change in **work conditions**: flexible working hours, combination of work & care
- Abolish **age-unfriendly work climate**
- Reduce **early labour market exit** (pension systems)
- Manage **work-life-balance**

→ Regional components (overall but in particular in eastern CE / rural areas:  
Outmigration of younger people)

## Ad 2) Pension systems

- Prolongation of work / **Extending working lives**
- Harmonisation of policies / programmes in respect of **retirement age & pension schemes** (Population ageing)
- Reduce **early** labour market **exit** (pension systems)
- Reduce **high pension spending** burden (share on pension spending in relation to GDP is high)
- Intergenerational relations at society level: changes within the **intergenerational contract**
- Addressing **social inequalities**

→ Regional components (in eastern CE:  
Life expectancy rates (due to unhealthier lives) lag behind)

## Ad 3) Family policy

- Family policy with emphasis on **low fertility** (policy instruments reducing childlessness need to be developed or enhanced, e.g. parental leaves, enlargement of family discourses in mass media)
- **Conflict** to be solved: Work for pay and work for the family (gender equality)
- Family care: reconcile **work** with **care giving**
- Increase employment rates of **women**
- Societal ageing in CE
- Intergenerational relations in the community and not based on kinship: intergenerational programmes for **reducing isolation** / **social exclusion**

→ Regional components (in rural areas:  
Isolation / social exclusion of societal groups)

## Ad 4) Immigration policy

- Policies enabling for the integration of **immigrants** and their **descendants**, particularly immigrants coming from culturally more distant areas
- Integration of migrants into **labour market** and hosting **societies**
- Courageous **immigration policy** is needed
- **Ageing of immigrants** (many of whom may not have been able to acquire full work-related pensions) is also a challenge

→ Regional components (in CE only AT, IT and DE are immigration countries)

## Ad 5) Health and social care systems

- Supporting the long-term **sustainability** and **efficiency** of systems
- Improving **societal support** over the different major stages of the **life course** (in particular the young adult stage and transition into employment and parenthood; and the young senior stage associated with exiting full-time paid work)
- **Active** and **healthy** ageing
- Improving the **health status** and **quality of life** of CE-citizens
- **Regional components** (e.g. few doctors/hospitals in less densely populated areas)
- **Family care** is **reduced** due to migration of younger to western parts of CE
- **Lacking care facilities** (children, parents)

→ Regional components (in rural areas: Lacking care facilities)

## Five core topics - Summary

- 1 **Employability** (Labour market policy, Education policy)
- 2 **Pension systems** (Social welfare system, Social policy)
- 3 **Family policy** (Social policy)
- 4 **Immigration policy** (Cross-cutting policy)
- 5 **Health and social care systems** (Social policy)

- **Economic policy**: regional disparities, regional components (infrastructure, societal demands in urban / rural areas)
- **Human capital**: part of employability
- **Financial crisis**: has to be taken into account in all areas (budgetary restrictions in all CE countries)

## The CE-Ageing Strategy will link most relevant policy areas

### Regional (economic) development of CE regions

→ eastern/western CE as well as

→ urban/rural areas in CE

will be linked with

- 1 Labour market policy
- 2 Education policy (→ Central recommendation: investment in **human capital**)
- 3 Immigration policy
- 4 Family & Social policy (→ Central recommendation: **work-life-balance**)
- 5 Health policy

## 3 Working groups on current CE regional development challenges:



- **Eastern CE regions: Facing the RURAL CHALLENGES (Jana)**
- **Western CE regions : Facing the RURAL CHALLENGES (Tanja)**
- **URBAN conglomerates: Facing the URBAN CHALLENGES (Petra)**

**45 minutes / Flip chart with main results in bullet points & key words**

## Plenary: Results of Working groups



- **Eastern CE regions: Facing the RURAL CHALLENGES (X)**
- **Western CE regions : Facing the RURAL CHALLENGES (Y)**
- **URBAN Conglomerates: Facing the URBAN CHALLENGES (Z)**

**Presentations of the Flip charts & Discussion**

## Expert view **results** on overall trends (until 2030)

- \_ Very rapid, large scale **demographic ageing**
- \_ **Fertility levels** will remain **low**
- \_ **Life expectancy** will **rise**, older worker's health will continue to improve (→ active ageing)
- \_ **Population decline** in all CE regions but:
  - Population ageing is not uniform among CE regions (differences are also expected in ageing of the labour force within CE regions)
  - Old age dependency ratio will be even worse in eastern CE countries (also the productive old age dependency ratio)
- \_ **Economic wealth** will depend on **ageing workforce**

2012

2030

22

- Increase of **investments in human capital** (education; e.g. among youngest cohort in the labour market)
- Increased **public expenditures** on **pensions, health care system, long-term care** and **welfare system** (e.g. introduction of minimal welfare provision)
- Return of the **‘class society’**
  - Increase of **polarisation** of people with different educational levels (rise on cohort differences)
  - **‘2 class medicine’** (state health care system and private systems)
  - Widening of the better off and the worse off
    - In **low-qualified** economic sectors: old-age poverty will be spread across CE
    - **Highly qualified** workers: employers will have to attract required numbers in the light of a shrinking workforce (flexible work hours/work arrangements with family care commitments, telework)

2012

2030

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- Increase of **older worker's participation rate** in labour market (also for women)
- More international and hybrid identities (of older people), but intergenerational relations are expected to change only slightly within the next 20 years
- The conflict of **work for pay** and **work in the family** remains strong and family policies have constrained effects
- Growing **regional polarisation**
  - Multi-cultural societies, but regional divisions persist
    - Metropolitan areas will become multicultural conglomerates
    - Rural areas remain culturally homogenous with older population
  - Less population density regions have less specialised economy
  - Rise of tensions in regard to culture

2012

2030

24

## Situation 2050 (4 scenarios)

- **‘Open European Society’**: long-term ecological-economic sustainability, clear policy targets, 4-generation-families, ICT solutions are in place
- **‘The Solidarity Scenario’**: stable population, smooth adaptation to economic cycles (with corresponding migration rates), pension system is turned to a self-regulatory system, decreasing need of public assistance, individualised wealth system and financial education system
- **‘The concept of intergenerational & mutual responsibility’**: growing global competition, decentralisation within urban conglomerates and integration of previously rural areas, slowing down of social life, delivery of care will rely on robots/automated technologies, 4-generation-families
- **The pessimistic scenario**: CE faces loss of people, loss of economic and political power, conservatism is prevailing, upholding the glories of the past

## Situation 2030 (5 scenarios) → Scenario 2050 (4 scenarios)

- ‘The CE region’s social model’ (→ ‘Open European Society’)
- ‘The Solidarity Scenario’
- ‘The Set of Ageing Societies (→ ‘The concept of intergenerational and mutual responsibility’)
- ‘The Pro-elderly Bias Scenario
- ‘The Pessimistic Scenario’

2030

2050

## On CE demography/for CE

- Dependency of CE regions on **global** trends (Globalisation, ICT solutions, ‘internationalised economy & trade’, climate change/ecology)
- Population ageing is a challenge in all CE countries, but with variations in CE regions (mostly divided in **Western** and **Eastern** CE or more affluent/less affluent as well as **urban** and **rural**)
- Growing **inequality**

## Key recommendations

- Investments in **human capital** (education, learning) are key for (CE) success
- Challenge to **manage work-life-balance** is crucial (e.g. work for pay versus work for family, gender inequality)
- Linking **retirement** with **life expectancy**

2012

2050

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## The key actors ...

- **the public** (the CE-states, regional public authorities, the EU, municipalities, partly social partners, etc.)
- **the private** (small/medium/large enterprises, private agencies, industry, private business lobbying organisations, etc.)
- **the civil society** (Non-for-profit, NGOs, social service, associations, volunteers, the citizens, etc.)

... will have **varying roles** within the illustrated trends & scenarios.

**Which key roles do you foresee for them  
in targeting towards a specific scenario?**

2012

2050

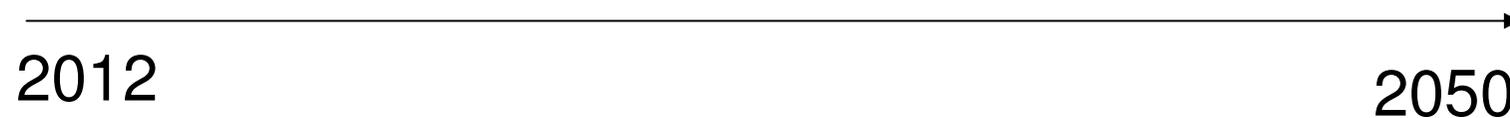
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Three Working groups on roles to be taken  
by key actors:

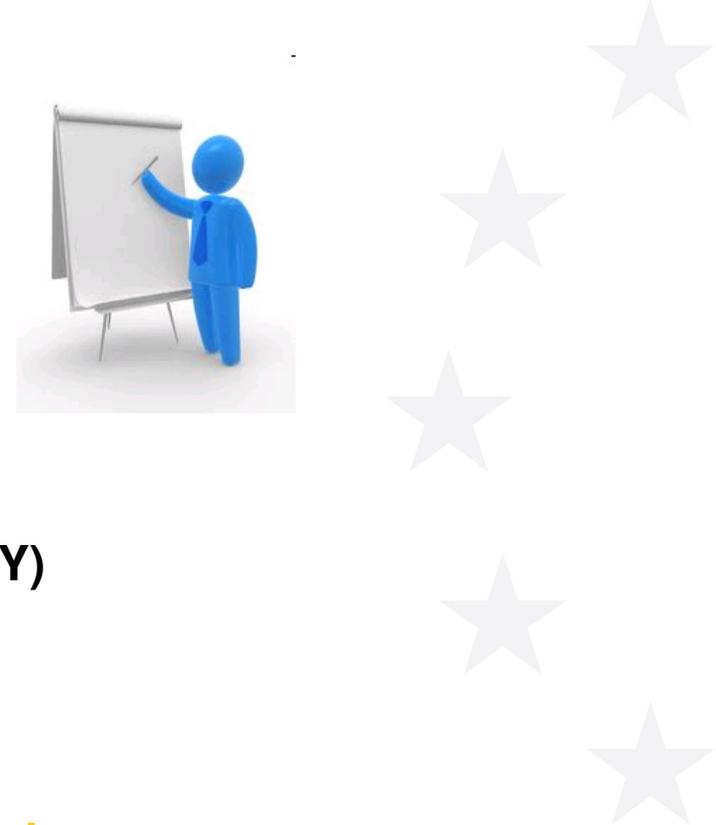
- Key actor's role: **THE PUBLIC** (Jana)
- Key actor's role: **THE CIVIL SOCIETY** (Petra)
- Key actor's role: **THE ECONOMY** (Tanja)



**45 minutes / Flip chart with main results in bullet points & key word**



## Plenary: Results of Working groups



- Key actor's role: **THE PUBLIC (X)**
- Key actor's role: **THE CIVIL SOCIETY (Y)**
- Key actor's role: **THE ECONOMY (Z)**

## Presentations of the Flip charts & Discussion

2012 → 2050

# Next steps - I

- Finalising the **vision** (ZSI, April - May)
- Summarising key findings of today's **WS I on Trends & Scenarios** (ZSI, April)
- **Coordination** with national delegates/experts (CE Ageing partners, April - May)
- Drafting/completing questionnaire on strategy & actions (ZSI, experts, May)
- **WS II on Strategy & Actions** (13 June, Linz)
- Summarising key findings of **WS II** (ZSI, June)
- **Coordination** with national delegates (CE Ageing partners, June-September)

4/2012

9/2012

- Drafting/completing questionnaire on regional activities (ZSI, experts, September)
- **WS III on Regional Activities (17 September, Linz)**
- Summarising key findings of **WS II** (ZSI, September)
- **Coordination** with national delegates (CE Ageing partners, September - October)
- Drafting/completing the CE- Strategy (ZSI, October-November)
- **Feed-back from experts** on core issues of the CE Strategy
- Completing the **Green paper** of the CE-Ageing Strategy (December 2012)
- Start of **Consultation phase** (January-September 2013)
- Publication **White paper** (ZSI, end of 2013)

9/2012

12/2013



# Contact



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**Thank you for your attention!**