

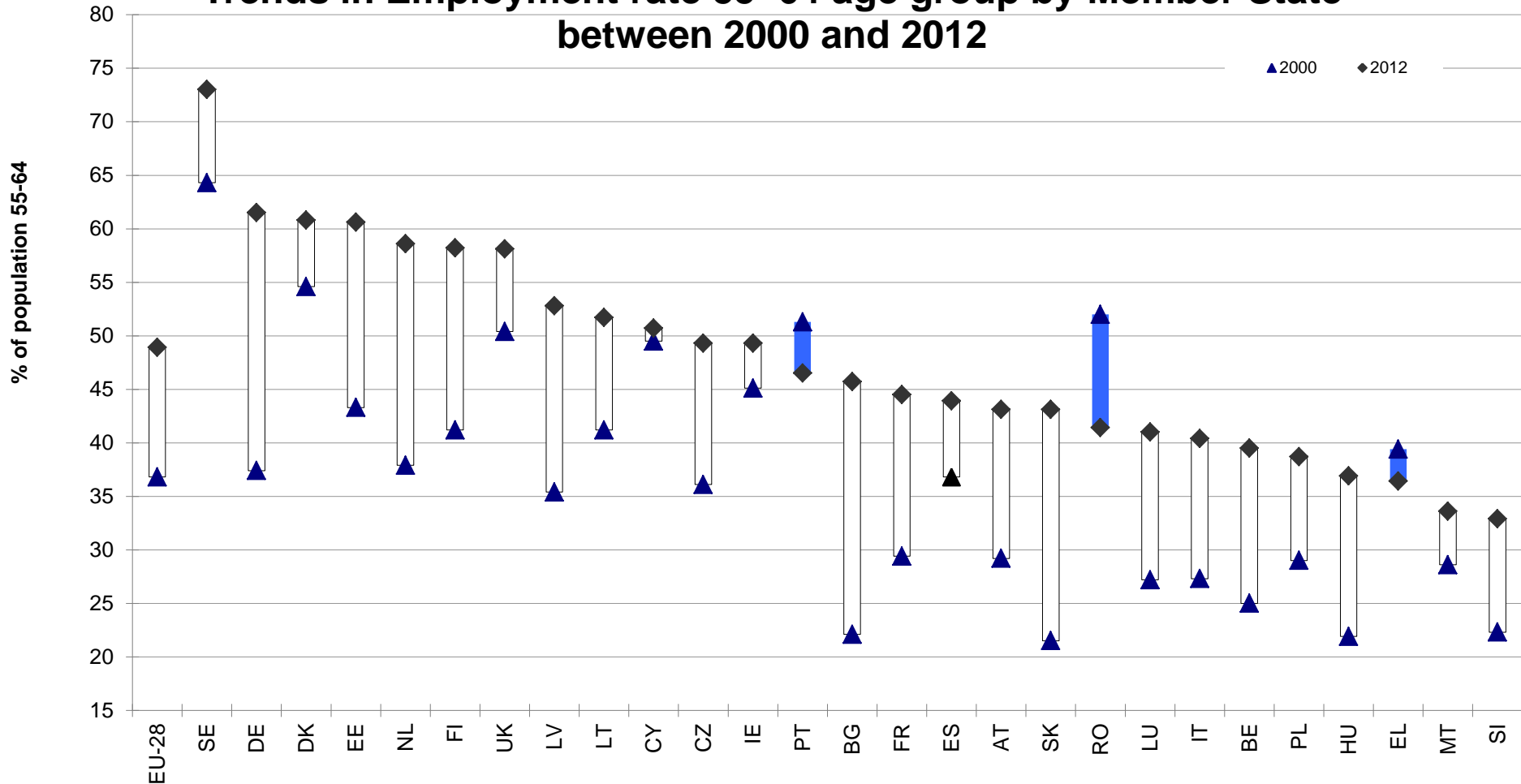
EXIT PATTERNS OF SENIOR WORKERS: A EUROPEAN PERSPECTIVE

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STOCKHOLM

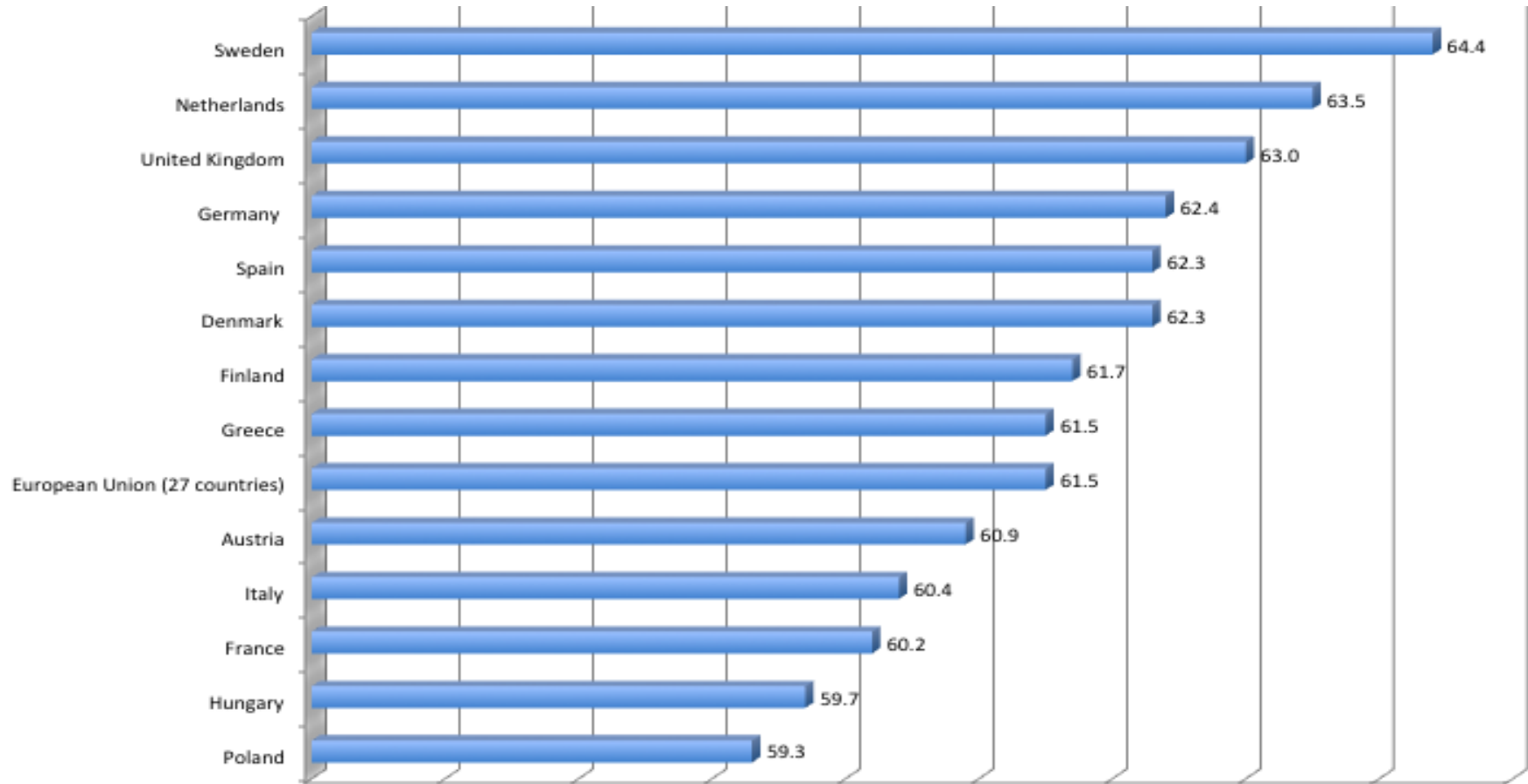
EU: NO COUNTRY FOR OLD (WO)MEN? “A Maximum of Diversity in a Minimum of Space”

Trends in Employment rate 55–64 age group by Member State between 2000 and 2012



Eurostat (2014) and Own calculations

AVERAGE EXIT AGE FROM THE LABOUR FORCE, 2010



How can we explain the cross-national disparities in senior workers' labour market attachment and THE RELATIVE SUCCES OF SWEDEN ?

■ Institutional and economic factors:

1. Employment protection regulation (severance pay, advance notice, LIFO etc).
2. Difference in wage setting (seniority rules, relative wages).
3. Design of pension systems (income replacement rate, lifetime earnings etc....) and exit routes...
4. Companies' age and human resource management.
5. Anti-discrimination regulation

■ Structural factors:

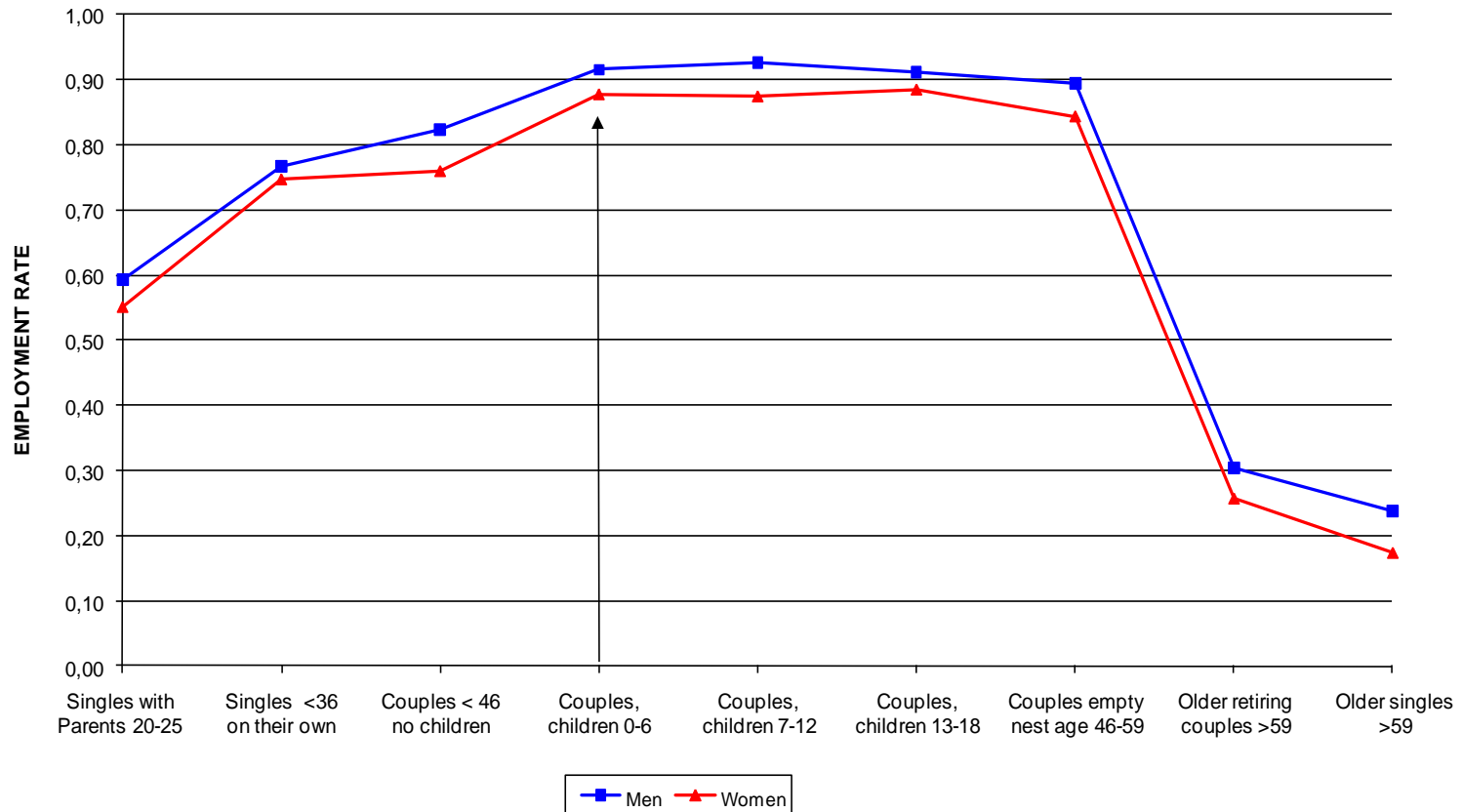
1. Distribution of employment by industry (knowledge based post industrial economies), other compositional factors (educational attainment)

■ Societal aspect

1. Social/age norms regarding retirement age and age stereotypes (Both Labour supply and demand aspects).
2. Gender contract

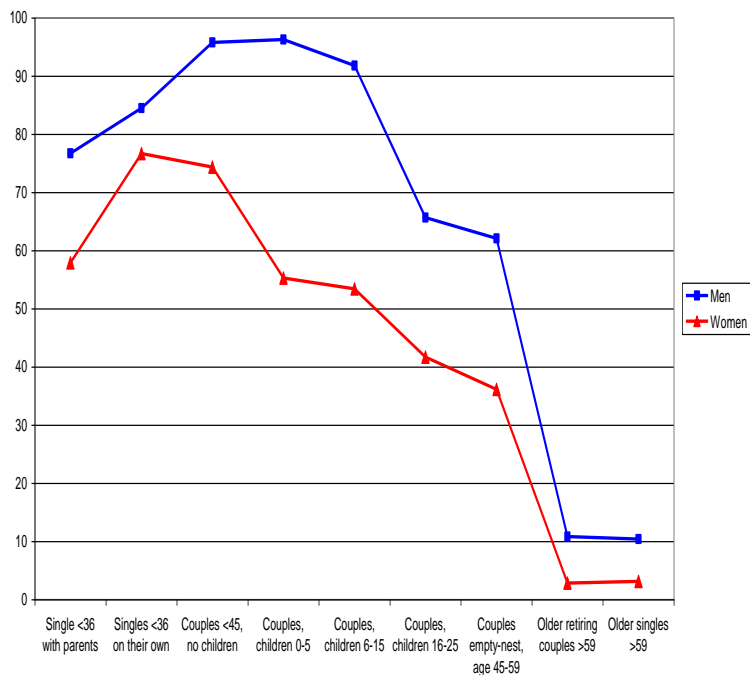
EMPLOYMENT PROFILES ACROSS THE LIFE COURSE COURSE, SWEDEN

PROFILES OF EMPLOYMENT RATES OVER THE LIFE COURSE, SWEDEN 2004

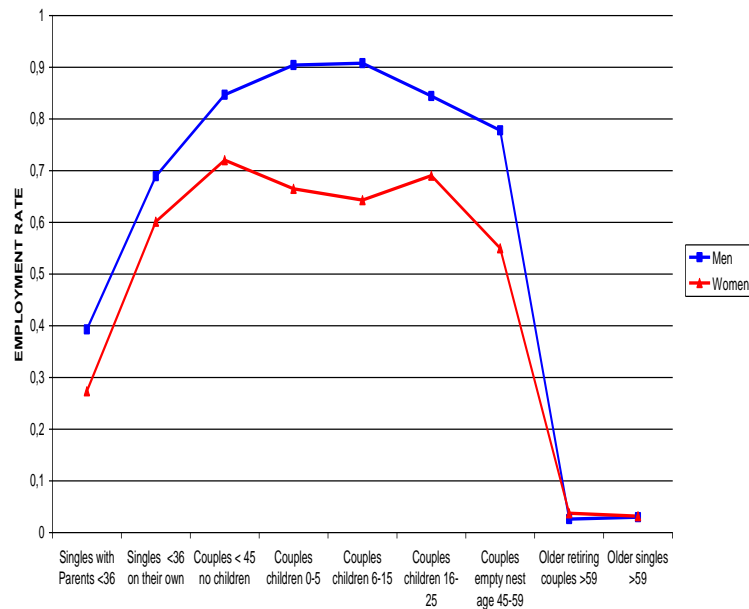


EMPLOYMENT PROFILES ACROSS THE LIFE COURSE. FRANCE AND ITALY

Profile of employment rate over the life course variant, ITALY, 2002-2003



Profile of employment rate over the life course, FRANCE 1998-1999

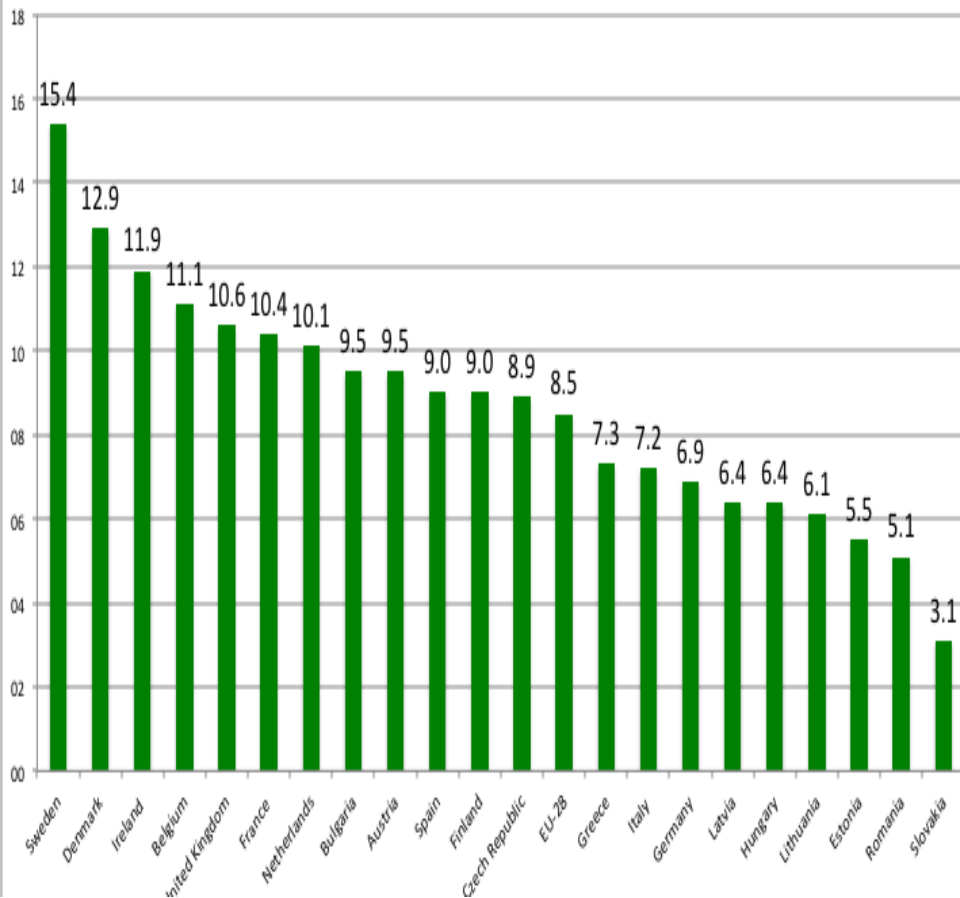


Some policies: active ageing

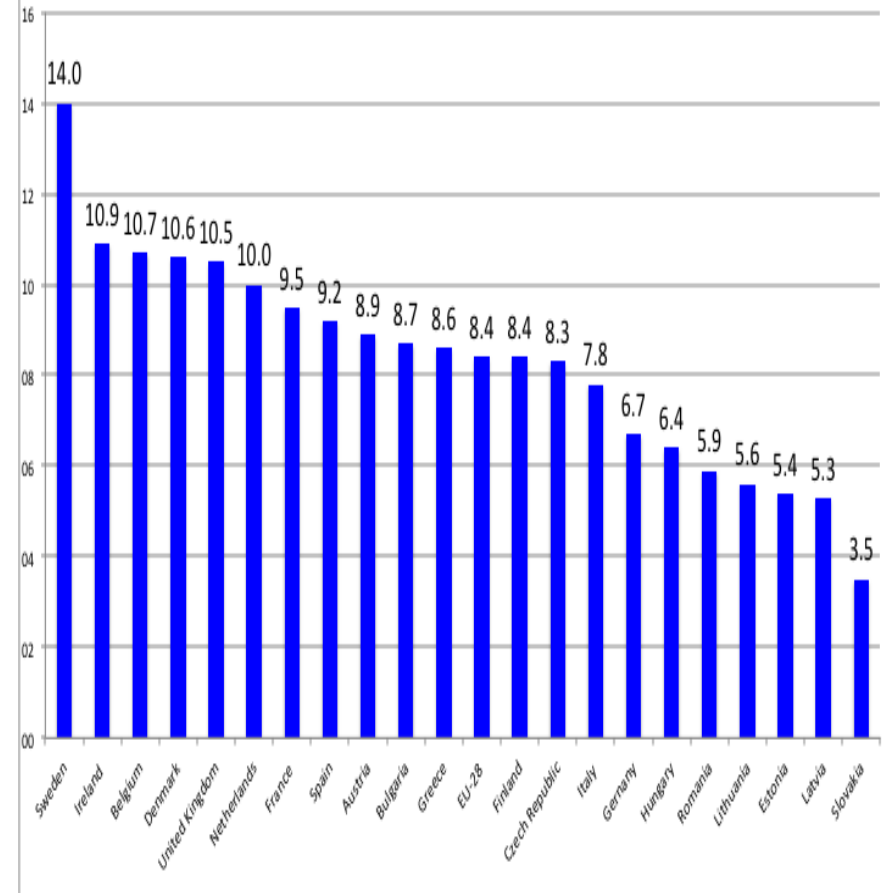
- If we disregard the various economic incentive measures favouring the postponement of the retirement decision we may distinguish mainly 4 policy measures.
 1. Measures affecting labour demand of senior workers (Wage subsidies, reduction of labour costs such as lowering of social contributions).
 2. Progressive retirement (smooth transition towards retirement by working time reduction).
 3. Fight against age stereotypes and age discrimination.
 4. **Preventive measures instead of curative measures** favouring sustainable long term working condition (Health and safety).
Change in work organisation better adaptation of working conditions and work life balance across the life course. High road instead of low road

Healthy life years at age 65, Females and Males, 2012

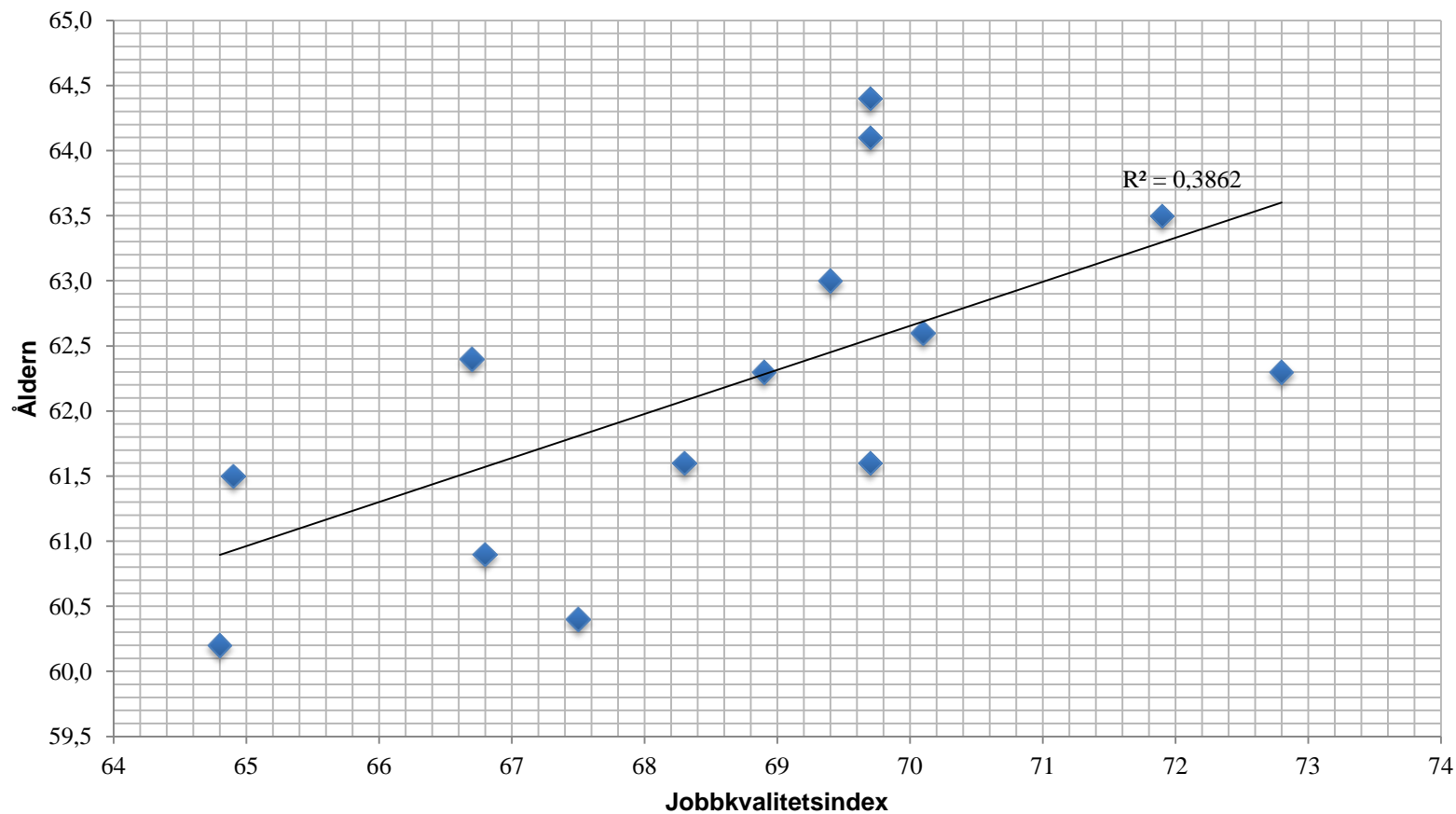
Healthy life years at age 65, females, 2012



Healthy life years at age 65, Males, 2012



Relation between job qualities and the actual age of exit from the Labour force, EU 15 2010.



Exit Patterns and Job quality

1. Not surprisingly, a positive but relatively weak correlation between job quality, and senior employment rates or median age of exit in Europe (EU15).
2. Obviously, this positive but weak relation is due to the fact that a simple correlation analysis cannot capture and reflect the variety of factors that we have previously identified explaining the cross-country differences in the extent of older workers labour market attachment.
3. Notwithstanding the simple correlation reported here illustrates the possible link between working conditions and exit patterns of older worker among EU member state and the relative good performance of Sweden