



FACTAGE



Policies for an ageing workforce:

Work-life balance, working conditions and equal opportunities

**Joint Conference
CEPS – NIERS – FACTAGE and Eurofound**

PROGRAMME

Date: Wednesday, 24 January 2018, 9.00–17.30

Venue: CEPS, 1 Place du Congrès, 1000 Brussels, Belgium

Languages: The event will be in English

Participation is free of charge, but registration is required

Policies for an ageing workforce: Work–life balance, working conditions and equal opportunities

Brussels, Wednesday, 24 January 2018

Overview

European societies are ageing, and so are their workforces. Not only is the share of older people in the workforce growing rapidly, people are also working until later. However, many older people also exit the labour market prematurely, for a variety of reasons: they are unable to combine work with illness, disability or care commitments, they have become unemployed, or they are not motivated to continue working – sometimes due to poor working conditions. This conference first examines policies which can prevent such premature departures, by addressing work–life balance and working conditions. Second, it will address the inequalities associated with the diversity of older peoples' situations in the labour market, and their health and life expectancy. The conference touches upon several of the elements of the *Framework agreement on active ageing and an intergenerational approach* approved by EU employers and trade unions in 2017.

Session 1: The right balance for a longer working life

This first presentation maps out work–life balance issues in the EU for older workers using Eurofound data. The session then zooms in on the impact of longer working lives on domestic relationships in the UK, based on work within the FACTAGE project. It concludes with a view of the role of workplace practices in addressing work–life balance issues.

Session 2: How to facilitate longer working lives by improving older people's working conditions and health?

The first two presentations assess working conditions for older workers and their influence on the ability to prolong working lives. The latter may depend on crucial socio-economic inequalities in health (spilling over later into mortality differences), which is the topic of the third presentation. The session ends with an assessment of policies having the potential to address such inequalities. It focuses on partial retirement schemes as a means to facilitate longer working lives and the adjustment of working hours to better suit the work preferences of older workers, hence enabling and motivating people to work longer.

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9.00–9.30

Registration and Coffee

Welcome and opening

9.30–9.50

Daniel Gros, Research Director, CEPS
Erika Mezger, Deputy Director, Eurofound

Session 1: The right balance for a longer working life

Chair: Mikkel Barslund, Head of Ageing Societies Programme, CEPS and FACTAGE

9.50–11.05

- ‘Work–life balance over the course of working life’, Rob Anderson, Head of Unit, Social Policies, Eurofound
- ‘Till work do us part? – Extending working lives and domestic relationships’, Nathan Hudson-Sharp, Senior Social Researcher, National Institute of Economic and Social Research, NIESR
- ‘Workplace practices’, Gerd Naegele, Principal Investigator, Extend project

Three 15-minute presentations and a 30-minute Q&A

11.05–11.25

Coffee Break

11.25–12.55

Session 2: How to facilitate longer working lives by improving older people’s working conditions and health?

Chair: Lucy Stokes, Principal Economist, NIESR and FACTAGE project

- ‘Working conditions of an ageing workforce’, Oscar Vargas, Research Officer, Working Life, Eurofound
- ‘The effect of working conditions on the length of working lives’, Mikkel Barslund, CEPS and FACTAGE project
- ‘Socio-economic differences in mortality and health’, Johannes Klotz, Senior Researcher, Statistics Austria and FACTAGE
- ‘Extending working lives through flexible retirement schemes’, Hans Dubois, Research Manager, Social Policies, Eurofound

Four 15-minute presentations and a 30-minute Q&A

12.55–14.15

Lunch

14.15–15.25

Session 3: Expert panel, focus: equal opportunities and reducing inequalities

Chair: Rob Anderson, Head of Unit, Social Policies, Eurofound

- Anne Sonnet, Senior Economist, OECD
- Anne Drouin, Programme Director, ILO
- Alan Walker, University of Sheffield (INNOVAGE & MOPACT projects)

Questions and Answers from the floor

15.25–15.45

Coffee Break

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Session 4: Policy panel

Chair: Rob Anderson, Head of Unit, Social Policies, Eurofound

- 15.45–17.15
- Ruth Paserman, Deputy Head of Cabinet of Commissioner Marianne Thyssen
 - Maxime Cerutti, Director, Social Affairs, BusinessEurope
 - Peter Scherrer, Deputy General Secretary, ETUC
 - Todor Krastev, Counsellor, Employment and Social Affairs, Ministry of Labour and Social Policy, Bulgaria

Questions and Answers from the floor

Closing Session

- 17.15–17.25
- Daniel Gros, Research Director, CEPS
 - Erika Mezger, Deputy Director, Eurofound

17.30 End of event