



La strategia UE per l'invecchiamento demografico: dal libro verde del 2021 ad oggi

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Cambiamento demografico e invecchiamento attivo: due priorità EU

Political Guidelines 2024-2029 of President von der Leyen: *We will tackle the root causes of demographic change and adapt to new realities*

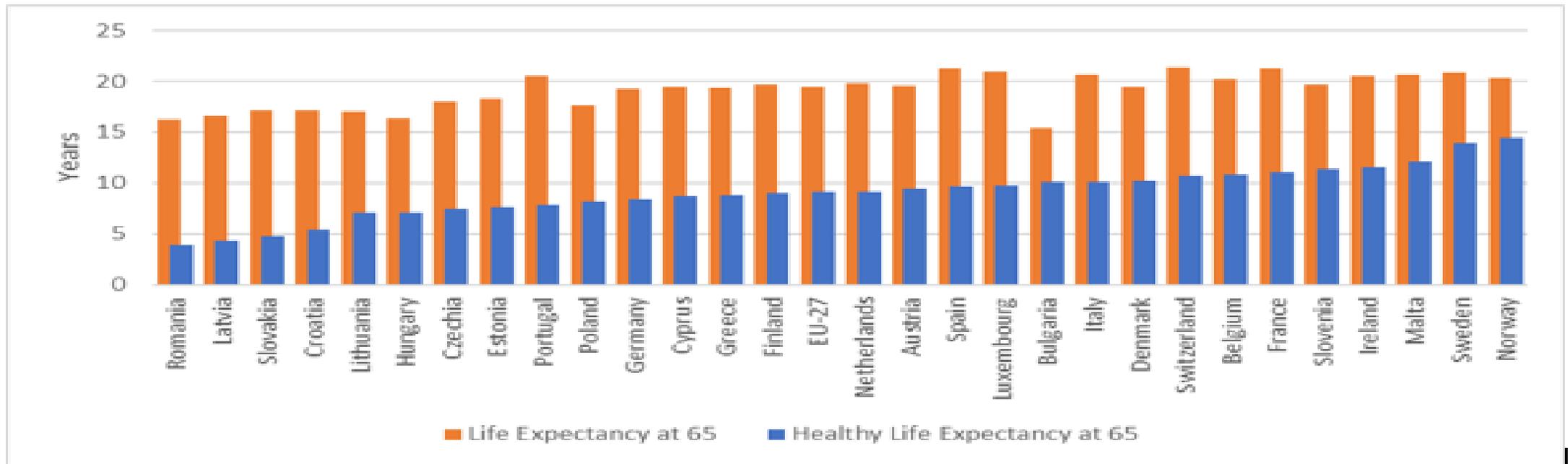
Concept of ‘active ageing’: *The process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age (WHO 2002)*

Embraced by the EU in **2012: European Year for Active Ageing and Solidarity between Generations**

Active Ageing Index (AAI): **a.** employment; **b.** participation in society; **c.** independent, healthy and secured living; **d.** capacity and enabling environment for active ageing

Europe today: more, not necessarily better years

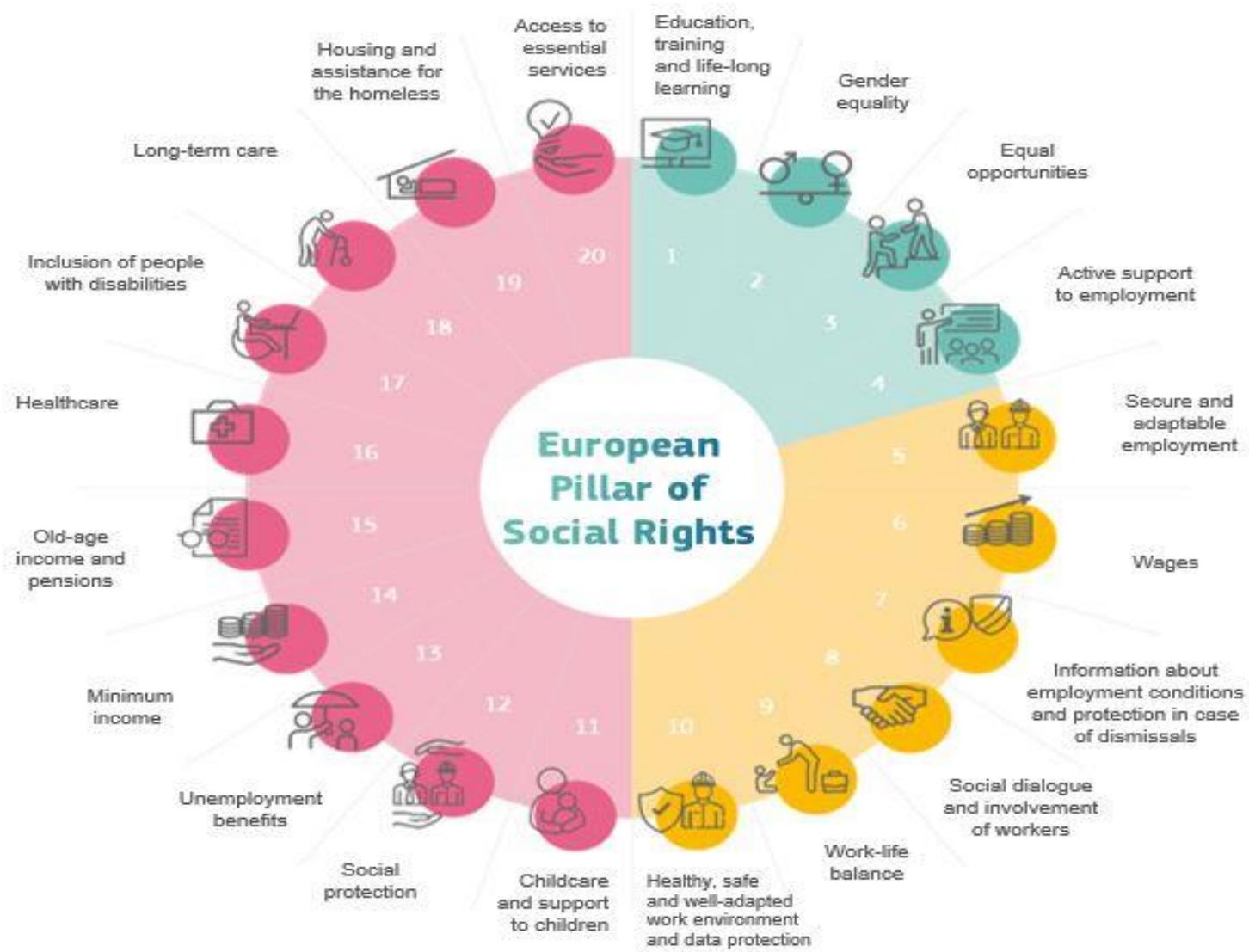
Figure 1: Average life expectancy at 65 and healthy life expectancy at 65, by EU MS, 2022



Note: Data for Germany are unreliable; data for France, Hungary, Malta and Portugal are provisional; Data for Romania are estimated.

Source: Eurostat (2024a, 2024c).

The European Pillar of Social Rights (2017)



Green paper on ageing, 2021

With the green paper on ageing, the Commission launched a **wide public consultation on how to anticipate and respond** to the challenges and opportunities it brings



Brussels, 27.1.2021
COM(2021) 50 final

GREEN PAPER

ON AGEING

Fostering solidarity and responsibility between generations

Lifecycle approach

Growing needs:
healthcare
(research),
long-term care
(quality services
and infrastructure)/
mobility, digital
connectivity, well-
being (loneliness,
urban renewal,
rural areas,
transport)



Retirement: volunteering
(social/ political/
economic participation),
intergenerational relations /
adequate, fair and
sustainable pension
systems (old
age poverty)



Formative years:
life-long learning, healthy
& active ageing



Working age: labour markets,
productivity, innovation and
business
Opportunities (silver
economy)



Territorial aspects

Meeting the growing needs of an ageing population

- Health and long-term care
- Adequate, fair and sustainable pensions
- Territorial dimension: mobility, connectivity and service accessibility
- Staying active
- Inter-generational solidarity



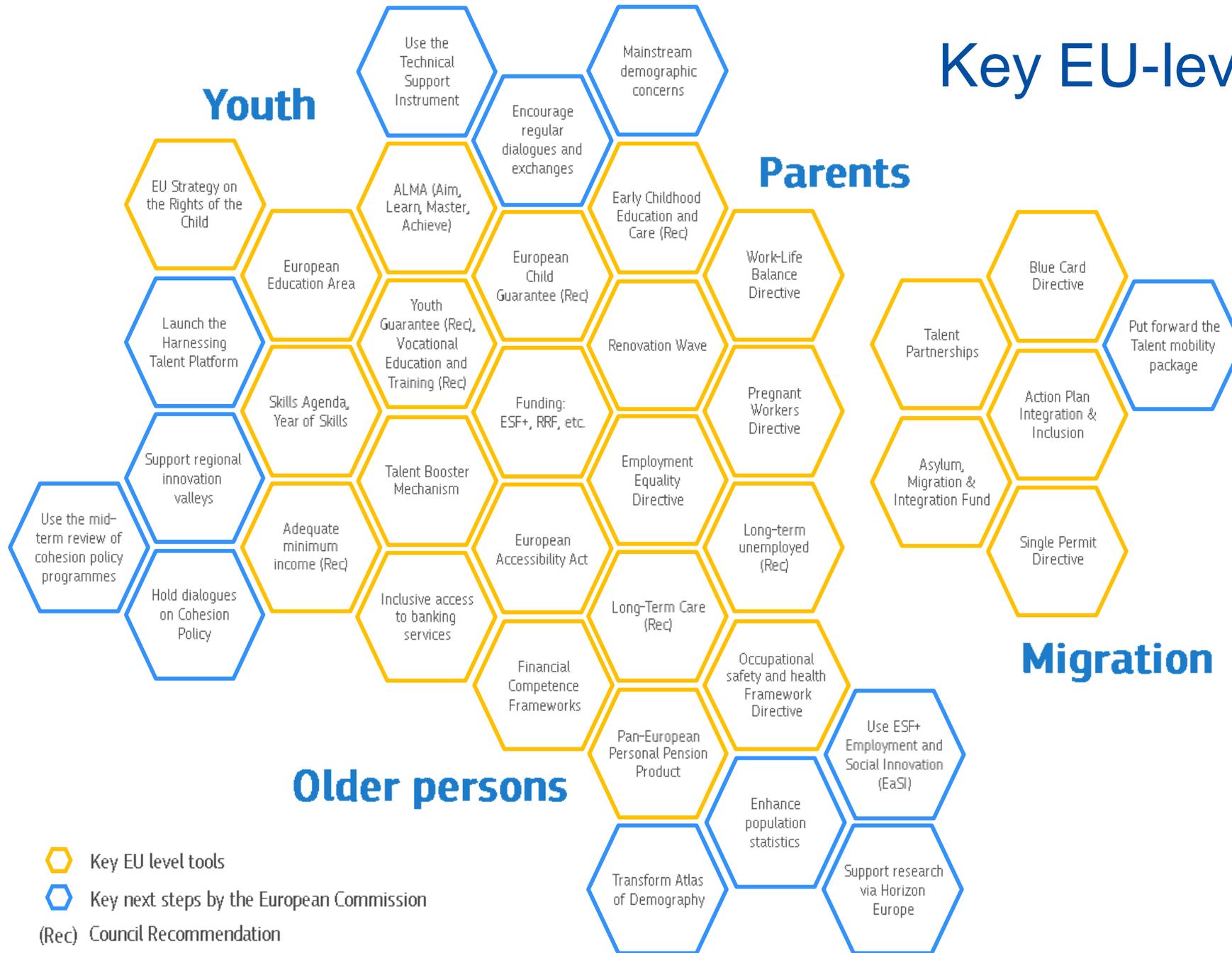
Demography Toolbox, 2023

A comprehensive policy approach grounded in local realities



See *Communication from the Commission, Demographic Change in Europe: a toolbox for action, COM(2023) 577 final.*

Key EU-level policy tools



- Key EU level tools
- Key next steps by the European Commission
- (Rec) Council Recommendation

Implementing the Toolbox

- Reinforce the **data and evidence** base (e.g. Atlas of Demography)
- Support **demography-related policies** at all levels
- Ensure that **no region in the EU is left behind** (e.g. Harnessing Talent Platform)

The European Care Strategy (2022)



- Improve affordability, accessibility, quality of LTC
- Investment, not cost
- Person-centeredness / integration
- Range of quality LTC options, more home & community-based care
- Innovative care settings, digital solutions
- Workforce challenges
- Data needs

Council Recommendation on long-term care



Affordability

adequate, timely and comprehensive social protection



Availability

more LTC services & options, **home & community-based care**, territorial gaps, innovative & digital solutions, accessibility



Quality

LTC **quality framework**, based on **quality principles** and **quality assurance**



Carers

quality employment, fair working conditions, addressing skills needs & workforce shortages, **access to support services and social protection for informal carers**, work-life balance

Monitoring and governance



Quality in long-term care recommendation



- ✓ Respect
- ✓ Prevention
- ✓ Person-centeredness
- ✓ Comprehensiveness & continuity
- ✓ Focus on outcomes
- ✓ Transparency
- ✓ Workforce
- ✓ Facilities



- ✓ Standards
- ✓ Funding
- ✓ Independent living

Examples of EU level action for long-term care



Pact for Skills: launch of large-scale skills partnership for long-term care

Today, long-term care service providers, social partners and education and training providers, with the support of the European Commission, have set up a large-scale skills partnership for the long-term care sector.

Commission decision setting up the European social dialogue committee for social services

As part of the follow-up to the 2022 Care Strategy and the 2023 Social Dialogue Initiative, the Commission adopted on 10 July 2023 a decision setting up the European social dialogue committee for social services.



EC – WHO partnership on long-term care



Building more accessible, better quality and resilient long-term care systems



- Networking for national LTC coordinators
- Mutual learning (on LTC quality, social protection for LTC, workforce...)
- Partnership with WHO (LTC self-assessment tool, support for informal carers)
- Work with OECD to measure effectiveness of social protection for LTC
- Large-scale partnership for skills in LTC
- Commission decision setting up the European social dialogue committee for social services
- CEDEFOP brief "Handling change with care: skills for the EU care sector"
- Studies (on pathways for third-country national to join the EU labour market; the application of EU labour law in the LTC sector; occupational safety and health in LTC sector)
- Task force on LTC statistics

EU funding for long-term care

Technical Support Instrument
flagship on Integrated care
(EL, ES, IE, IT)

ESF+
€6.7 billion in 22 MS for health & LTC, incl. €1.7 billion for family & community-based services
social services helpdesk
community of practice

ERDF
transitions from institutional to family & community-based care

Social innovation (EASI)
7 projects on LTC
2020-2024

Horizon Europe
3 projects on integrated care and territorial inequalities
(2024-2027)

Resilience and Reform Facility
7.3 billion€ for LTC
in 18 Member States
(22 reforms and 30 investments)

Digital Europe
uptake of digital solutions in health and care

Click for more:

- [A European Care Strategy for caregivers and care receivers](#)
- [Council recommendation on long-term care](#)
- [EC-SPC report on long-term care, 2021](#)
- [Social innovation projects on long-term care](#)
- [Examples of ESF projects](#)
- [Long-term care page on EUROPA: the list of national LTC coordinators/contact points, mutual learning reports, studies, etc.](#)
- [EC-WHO partnership for LTC](#)

Poverty protection in old age

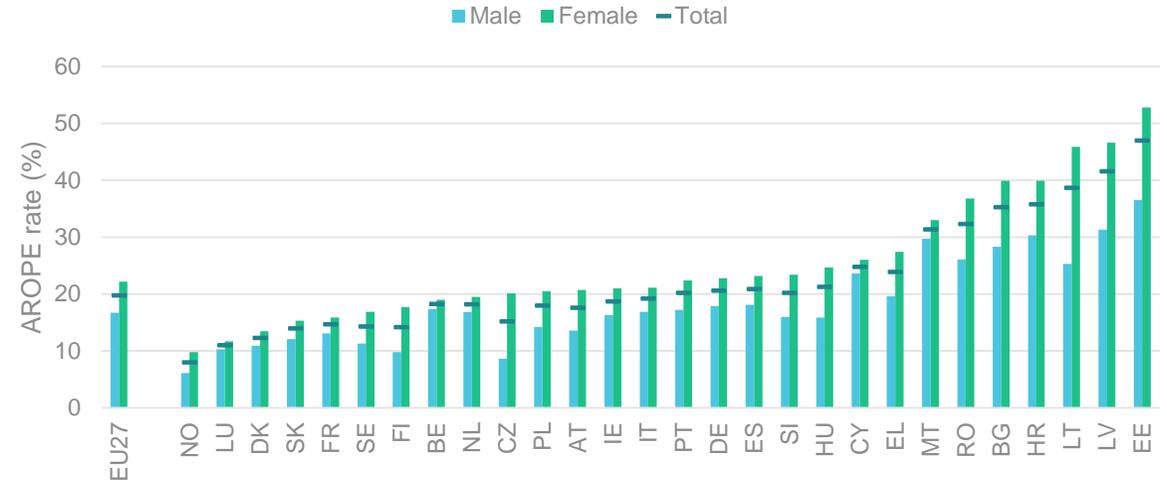
In 2023, **one in five older Europeans is at risk of poverty or social exclusion** (22.2% women and 16.7% men 65+, with significant differences between countries)

In absolute numbers (18.6 million people in 2023) this will continue **growing because of population ageing**

AROPE higher among **older women** in all MS (and higher for women 75+)

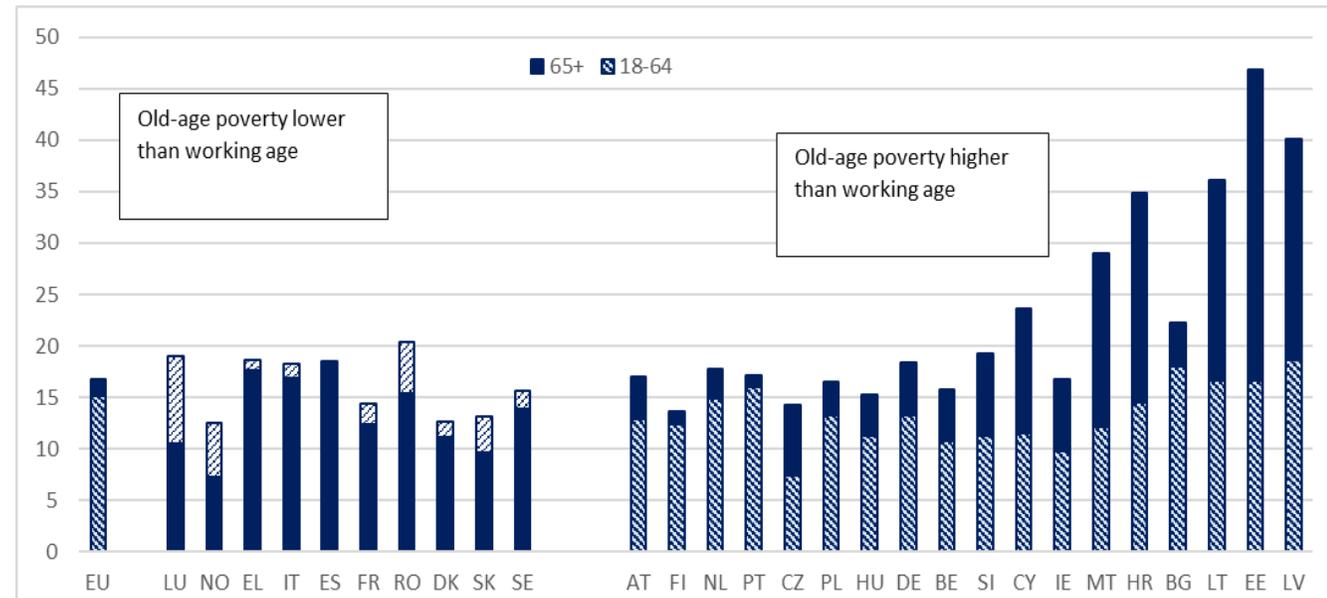
AROP much higher than working age population in CEEC

Persons aged 65 and over at AROPE risk, by sex, %, 2023



Source: Eurostat

AROP rate by age group, 2023, EU-27, Norway



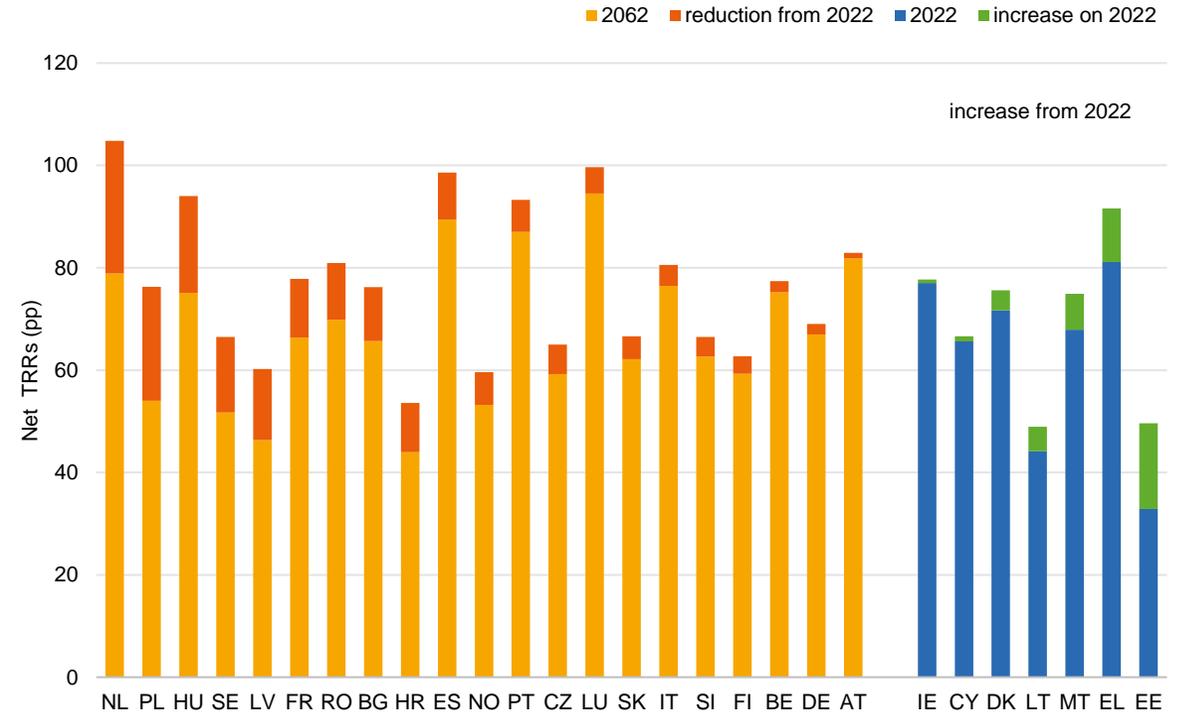
Income replacement (projections)

Pension replacement rates set to **decrease in most MS in next 40 years** even accounting for longer careers and legislated increases in pensionable age

Adequacy of pensions increasingly depending on longer careers

In most countries the age of entering the labour market is less relevant for pension levels than the **retirement age**

Pension credits for career breaks for family reasons or unemployment: effective policy lever to protect pension rights

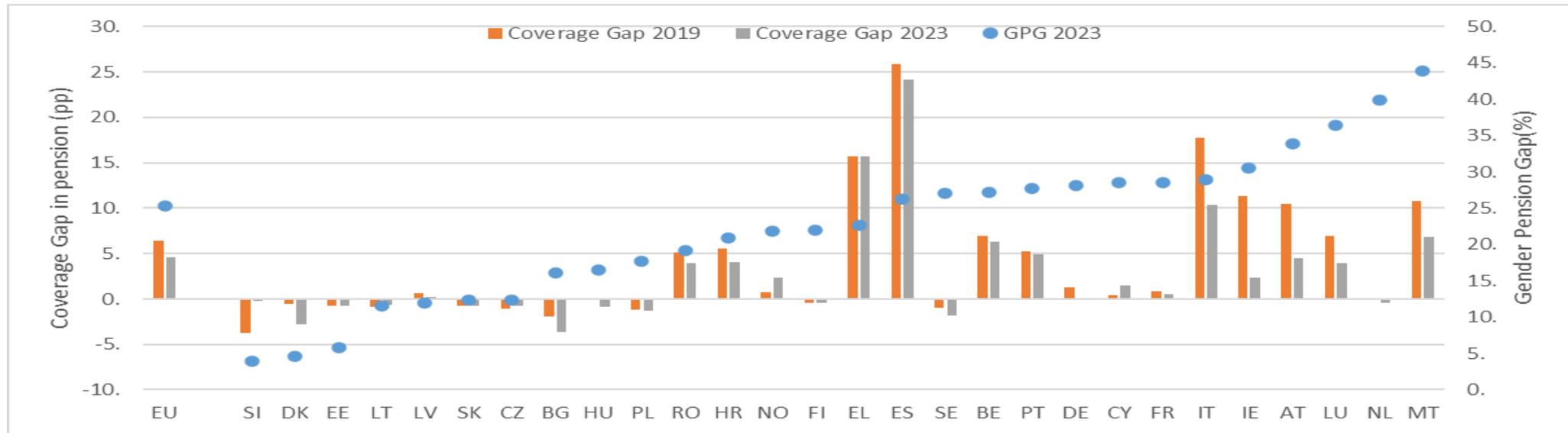


Gender gaps in old age

In 2023 women aged 65-79 received a gross pension on average 25.3% lower than men in same age group (**gender pension gap**). The gap varies considerably between MS, from 4.0 % in SI to 43.9% in MT

Also, fewer women qualified for a pension than men (**pension coverage gap**). The 2023 PCG was negative or below 1 pp in 15 countries and largest in ES, EL and IT, followed by MT, BE and PT; at 4.6% on average in the EU

Gender pension gap and coverage gap in pensions, 2023, EU-27 and NO



Action Plan Labour Shortages (March 2024)

- Le **plan d'action** fournit un **cadre d'action global** qui:
 - s'appuie sur des initiatives existantes
 - annonce de nouvelles actions au niveau de l'UE
 - invite les États membres à prendre de nouvelles mesures
 - salue les engagements pris par les partenaires sociaux
- **Cinq domaines** d'action:



**Soutenir l'activation
des personnes
sous-représentées**



**Apporter un
soutien aux
compétences, à
la formation et à
l'éducation**



**Améliorer les
conditions
de travail**



**Améliorer la
mobilité
équitable des
travailleurs et
des apprenants
au sein de l'UE**



**Attirer des
talents issus
de pays tiers**

Older workers: higher labour market participation

EU headline target : reaching 78% employment rate by 2030

High employment (76%), yet some groups underrepresented on the labour market: (older) women, persons with disabilities, NEETs

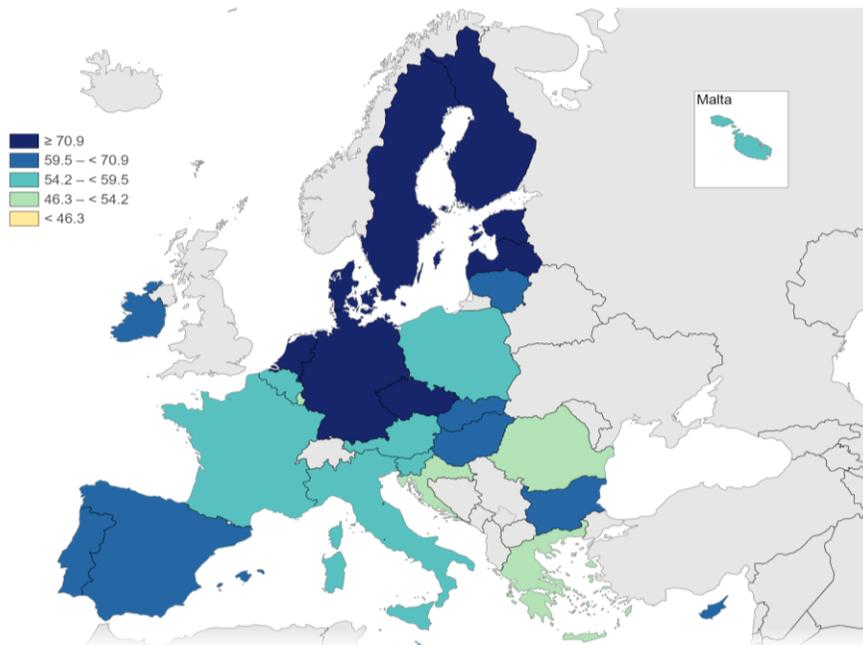
Shift towards promoting increased labour force participation among older workers

Major increases in employment rate for people aged 55-64 in the EU:

- In 2011: 45%
- In 2023: 63.9 (70% M and 58% F)

Large disparities in employment rates of older workers

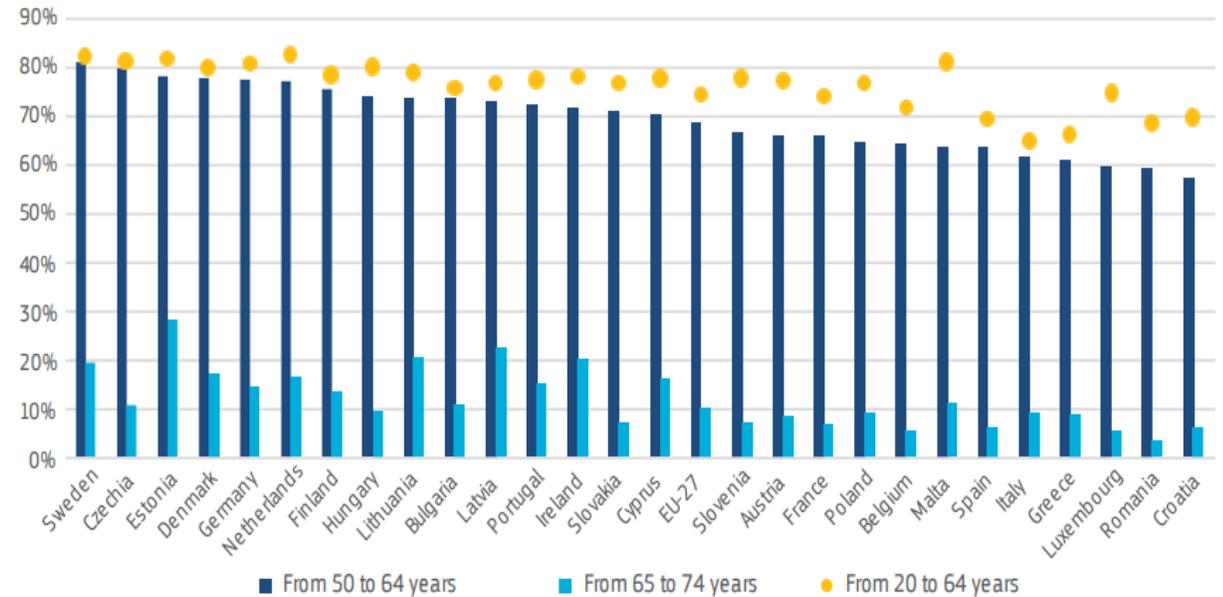
Employment rates of older workers (55-64) in 2023



Eurostat, EU Labour Force Survey

Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat
Cartography: Eurostat - IMAGE, 06/2024

EMPLOYMENT RATES BY AGE GROUP (%)



Important differences across Member States:

- Highest in SE, CZ, EE, DK
- Lowest in HR, RO, LU, EL

Activation measures for older workers

Commission actions

- Analyse the impact of national sick leave policies
- Evaluate the impact of flexible retirement reforms

Calls on Member States

- Ensure better coordination between ministries and public employment services
- Pursue tax and benefit reforms to improve work incentives

Social partner commitments

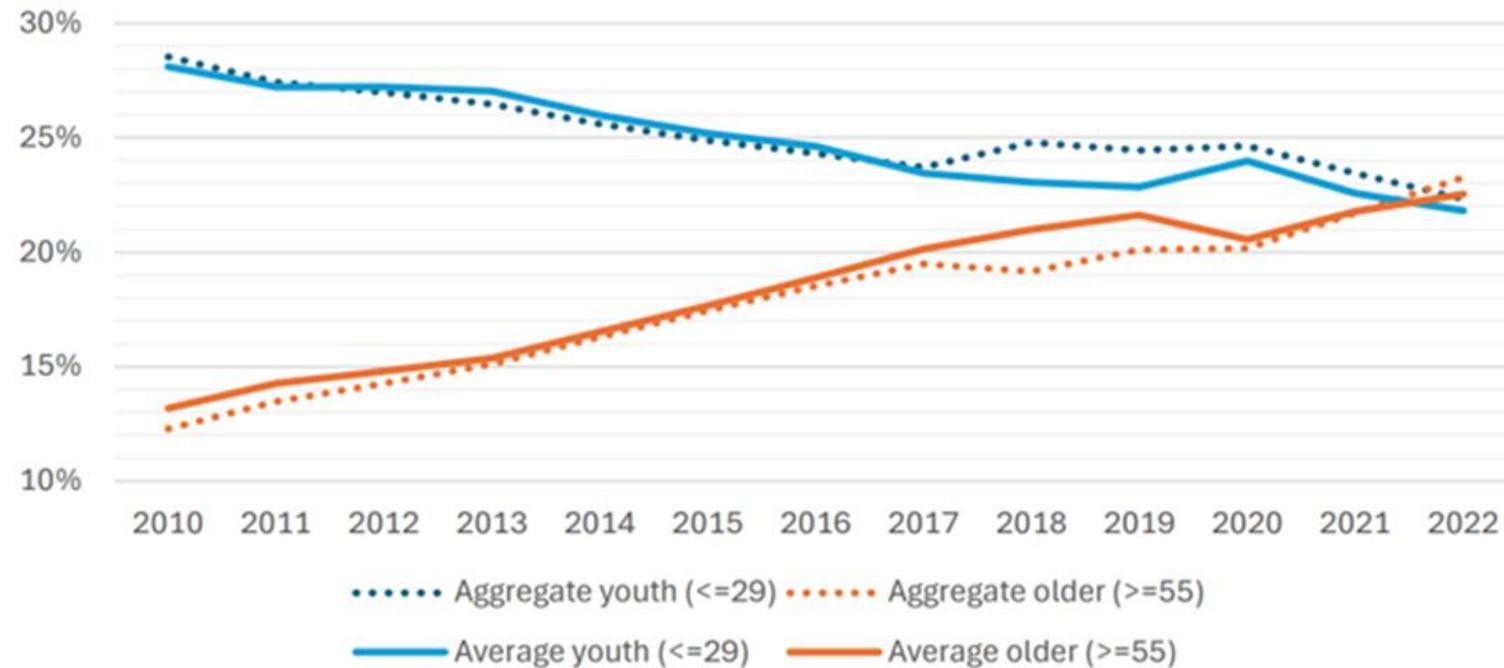
- Promote collective bargaining to find adapted solutions to promoting the employment of older workers
 - Ensure that workplaces are tolerant, welcoming and accessible to all people
- Fully implement relevant EU initiatives

23 Fully implement relevant EU initiatives

[Communication "Demographic change in Europe: a toolbox for action - European Commission](#)

PES: an ageing customer base

Share of youth and older workers among PES clients, 2010-2022



Source: PES-BL data collection, data extracted on 14 December 2023.

What do PES do for older workers?

Finding the right balance between targeted and mainstream measures

Career Guidance and Counselling:

- Special placement services to assist older workers in finding suitable employment

Targeted ALMPs:

- Wage subsidies to incentivise employers to hire older workers (sometimes already for 45-55)

Investing in lifelong learning and training programs:

- Targeted to address skill gaps and prepare older workers for new roles (often shorter than regular)

Awareness raising:

- Promoting age neutral/adequate employment practices, support to employers

Thank you

Active and Healthy Ageing

The process of optimizing opportunities for health, participation and security in order to enhance quality of life as people age(WHO, 2002, 12)

Possible domains of active ageing as per AAI

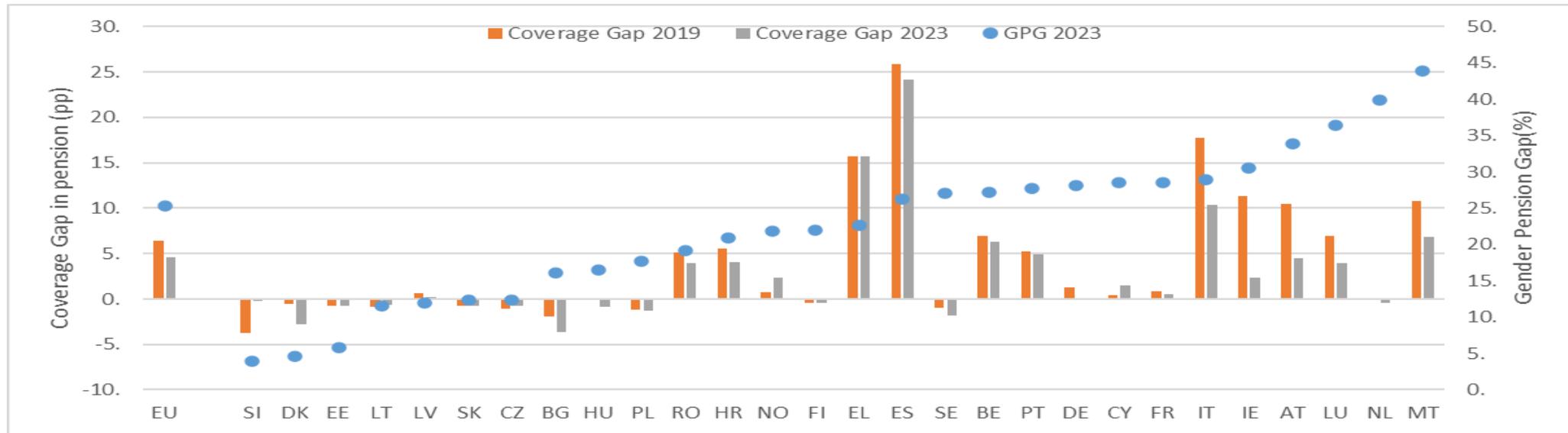


Pension gaps for non-standard work

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Gender pension gap and coverage gap in pensions, 2023, EU-27 and NO



Reform trends

European pension systems and anti-crisis measures **cushioned the impact of the COVID-19 and cost-of-living crises** on pensions

Main recent pension reform trends:

1. Strengthening basic and minimum old-age benefits
2. Enhancing access to/ accrual of entitlements (career breaks, non-standard work)
3. Encouraging longer working lives through incentives
4. Strengthening the funded components of old-age benefits

Way forward

1. A whole of government approach

- Investing in people and quality jobs, adapted work environment, flexible retirement pathways, incentives and other measures for longer working lives
- Old-age social protection in an ageing society: need for an effective combination of benefits and services (Council Conclusions on pension adequacy, June 2024).
 - As more people become reliant on care, the **interplay between pension and LTC** is crucial to ensure decent living standards in the fourth age
- Better **access to and coverage of social protection** (including pensions) for non-standard workers and self-employed (Council Recommendation 2019)

Way forward

2. Looking at pension systems in a holistic way

- **Multi-pillar systems**, with **increasing role of supplementary pensions** and more redistribution in statutory pension schemes (also High-Level Group of Experts on Pensions, 2019)
- Tackle **gender gaps**: enhancing redistributive mechanisms in supplementary schemes, etc. (see study commissioned by DG EMPL, July 2024)
- Enhance **intergenerational fairness**: catering for today's young
- Enhance **financial literacy and pension transparency**: key for raising awareness, avoiding procrastination, and reducing pension gaps (see **ETS project**)