



EUROPEAN COMMISSION
Secretariat General
DG Employment, Social Affairs and Inclusion

CONSULTATION MEETING

Green paper on ageing

Draft Agenda

16 April 2021

Videoconference in WEBEX in EN only

- | | |
|---------------|---|
| 10:00 – 10:05 | Welcome by the Chair

<i>Jörg Tagger, Head of Social Dialogue Unit, DG EMPL</i> |
| 10:05 – 10:20 | Presentation of the Commission's Green Paper on Ageing

<i>Elisabeth Werner, Deputy Secretary-General - Policy Coordination</i> |
| 10:20 – 10:35 | Input Trade Unions |
- **Liina Carr ETUC**
 - The challenges of an ageing society must be addressed in an **integrated way**. The **EPSR** offers such opportunity, and the implementation of the **Action Plan** must be ambitious enough to deploy its potential in addressing the issues related to the demographic trends
 - The **EPSR Action Plan already contains relevant proposals**, effectively backed up by clear targets, that follow the positive directions suggested by the Green Paper. One above all, the **78% employment of people aged between 20 and 64 by 2030**. Guaranteeing more and better jobs to all generations in working age is the best way to build adequate and sustainable social protection for present and future elderly generations.
 - **Other initiatives are foreseen in the Action Plan that support the overcoming of ageing in the EU**, in particular those concerning
 1. the guarantee of fair minimum wages and
 2. the implementation of the principle of equal pay for equal work and work of equal value through increased gender pay transparency.
 - **However, it is still necessary to strengthen the EU level policy actions:**
 1. **the need-based demands must be addressed for minimum European standards**, to be set in a fair, solidarity-based and just way, not only for wages but also for minimum income and possibly for minimum pensions:
 2. **Sustainable working life in a life-long perspective** calls for massive efforts to overcome discriminations and close the employment gaps of youth, women and other marginalised groups, and to act for this since the earliest ages;

- **Penny Clarke EPSU**

- further emphasis on public services and long term care - really pertinent to prevent further loss of autonomy in ageing in front of the demographic challenges that we face in Europe
- Good public health is more than health and social care (air quality, exposure to chemicals, poor housing, water quality, education..) The EU needs to make more progress in these areas, which are more important than prevention policies tackling individual ‘lifestyle’ choices.
- We support a rights-based approach to affordable and accessible health and social care. This demands public provision and regulation. The EU should support strengthening public systems. There is much focus on ‘resilience’ in the (N) RRP - EU should also consider the ‘resilience’ of the public budget/funding systems to fund systems properly (especially increasing current and future staffing levels and ensuring quality jobs).

- **Marina Monaco, ETUC**

- Un-triggering the automatism between overall longer life expectancy and the raise of retirement age. The former is not equally distributed, and it is untrue for low skilled people, people living in low socio-economic conditions, arduous workers and in general all workers not sufficiently protected by OHS provisions
- there is a sluggish confusion between relevant indicators linking demographic trends and sustainability of social protection systems: it is the economic dependency ratio that counts, the rate of people contributing to the systems with respect to people in need of SP support, and NOT the generic data concerning only the age groups distribution
- the sustainability of adequate soc prot can be supported by more and better employment across all age groups. The recurrent reference to job retention of elderly workers must be accompanied by clear legislative and policy practices that companies have to implement and SP develop for their feasibility.
- EEG rules must acknowledge the need-based demands linked to the demographic trends and consistent public expenditure for protection, investment and reforms must be allocated. Support to the sustainability of social protection must rely on accrual of benefits on the labour market as well as from additional sources such as fairer taxation and redistribution of productivity gains.

10:35 – 10:50 Input Employers

10:50 – 11:05 Reactions from the Commission

11:05 – 11:50 **Discussion 25’ for TU**

Lajos Mayer FERPA

"*My name is Lajos Mayer and at this hearing I represent FERPA as its president and thanks for the opportunity to say a few words about our opinion with consent of the previous intervention made by Liina.

* FERPA is a European trade union organization for the elderly and pensioner citizens, representing about 10 million members in 26 countries. Our aim is to actively work in every

possible way in order to make life better for this age cohort. We assist all moves for this goal. Since the present day active workers will be one day pensioners, it means FERPA is also working for the benefit of the active workers for their tomorrow's life cycle.

*In this capacity that we have already responded to the Consultation with a greater emphasis on the elderly, while at the same time aligning our response with the European Trade Union Confederation, of which FERPA is a member.

*We fully agree that ageing approach should not be intended inside the workplace only, it has many more social-economic consequences. Active ageing is a good approach starting from healthy workplaces, healthy lifestyle, secure and proper jobs, equal opportunity and equal wages for everybody regardless of gender. A very important aspect is the lifelong learning, including mutual assistance in workplaces like the mentoring system which keeps elderly workers' feeling as an important contribution toward effective production. For this aspect I may draw your kind attention to the 2016 ETUC-BusinessEurope autonomous agreement on active ageing and solidarity between generations.

*Along with ETUC, FERPA considers this Green Paper on Ageing a very important document to launch a broad policy debate on ageing to discuss options on how to anticipate and respond to the challenges and opportunities it brings. We also point out to the important principles of European Pillar of Social Rights that relate directly or indirectly to ageing, such as old age income and pensions, long-term care, health care, these issues need to be addressed by also investing in improving the living conditions of older people. We look forward to the Commission's action plan to support the full implementation of the European Pillar of Social Rights, hopefully in all the EU member countries.

*FERPA is well aware that in order to effectively manage the inevitably demographic ageing in Europe, which affects people and their lives, the EU needs to strengthen intergenerational solidarity at all levels to create quality jobs for women and men with equal pay, also in order to bridge the existing pension gap, secure healthy lifestyles, efficient social services and adequate pension systems. We know well that older and very old women are among those most at risk of poverty and severe poverty in retirement, that fact needs more attention. However, the issues I mentioned need to be addressed by also investing in improving the living conditions of older people, seeing them as a resource that can generate wealth, and the contribution they make as volunteers in society and within families.

*FERPA also calls for the introduction of a statutory minimum pension across Europe which must be above the poverty line. "

Martin Jefflen, Eurocadres

- **More quality working life and quality jobs are crucial:**
 - Impact of arduous jobs on long and healthy lives at work – it must be taken into account in a life-long perspective, and preventive policies must be enacted.
 - OHS must rely on prevention, social dialogue/collective bargaining and information, consultation and participation on the workplace/sector aimed at
 - Chronic conditions and diseases become serious issues in a life-long perspective, and must be prevented
- **More and better jobs** are crucial to build strong social protection in an ageing society requires to address the issues linked to
 - higher employment rate across all ages

- best quality employment, including wage levels, especially with respect to atypical and self-employed workers and in a gender perspective gender employment gap
- Importance of mobility and migration policies to overcome the feared shrinking of working age population

Danute SLIONSKIENE LPSK

- **Gender pension gap:** importance of gender pay transparency directive, as the gender pay gap increasingly impact the gender PENSION gap – more and more serious in many member states such the Netherlands
- **Active labour market policies** are crucial to raise the employment rate 20-64, and increase the inclusiveness of groups currently excluded from the labour market
- **Disadvantaged situation of elderly people** is concerning
 - Besides the focus on gender pension gap
 - Elderly poverty more and more concerning calls for the need to address adequacy of pensions but also minimum pensions

Riitta TYÖLÄJÄRVI SAK

- Retirement age in line with mere projections on life-expectancy: unacceptable position! – it must be the ratio people in employment/retired people to be considered, in order to maximise the unexploited potential of the labour markets.
- **Intergenerational solidarity** Intergenerational solidarity and responsibility (the Green Paper's sub-heading) should not be separated from other forms of solidarity, i.e., between rich and poor. (Re)distributional social policies through fair and progressive tax and social contributions are needed, not only for the sustainability of our social systems but also to respond to climate change.

11:50 – 12:00

Conclusions