

## **Pôle emploi and senior people**

# **PES France's strategies to address the demographic challenge**

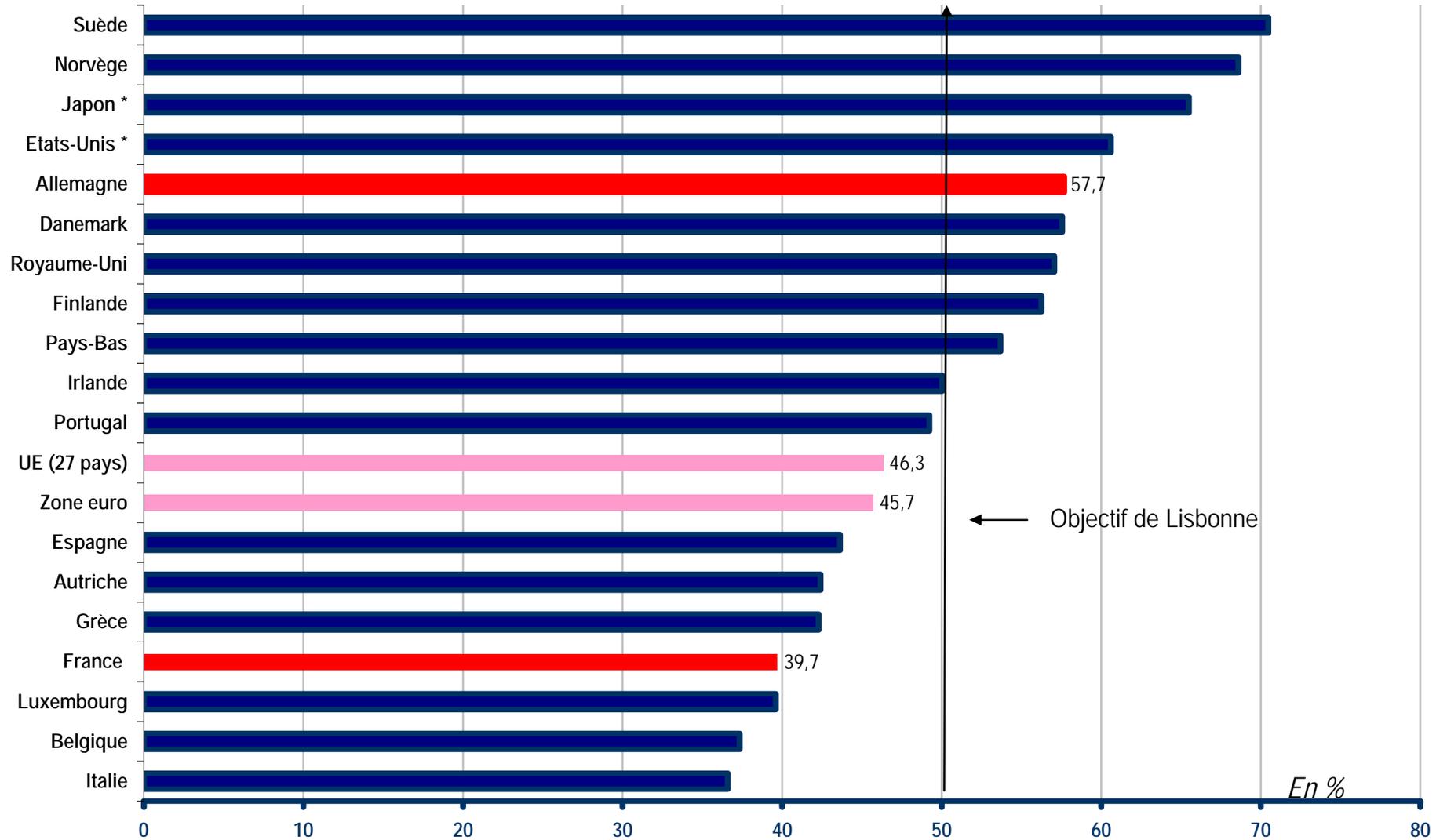
**PES to PES Dialogue Dissemination Conference**

***8 septembre 2011***

- The place of Older workers on the french labour market
- Pôle emploi's missions to support older workers
- Barriers, perceptions, expectations
- Focus on Pôle emploi's offer of services to older workers
- Prospects and Developments

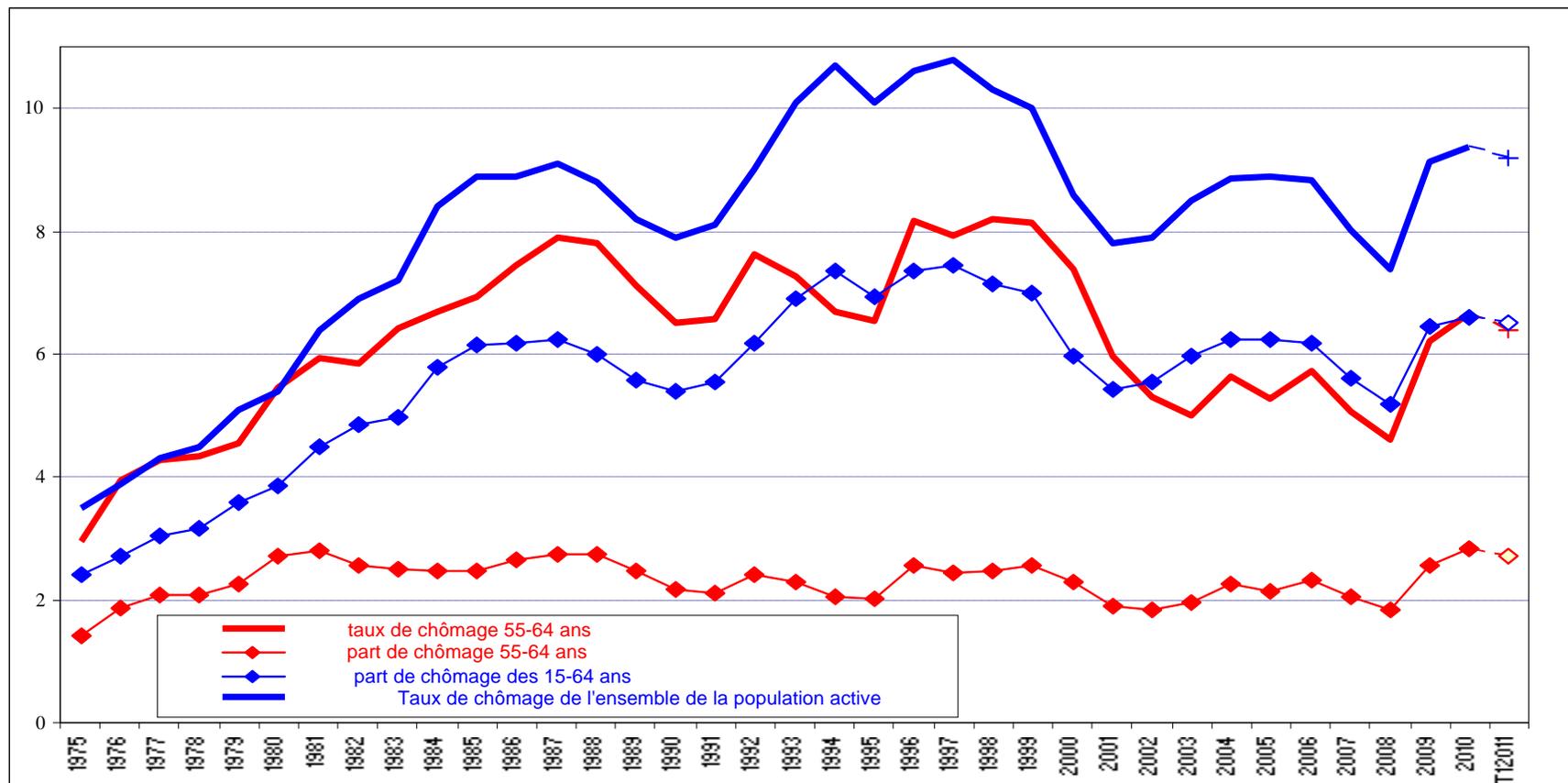
- **Successive reforms of pension schemes from 2003 to 2010**
- **A concerted National Action Plan for the employment of senior workers 2006-2010**
- **The world economic crisis from 2008: higher unemployment; local shortages workforce**
- **Effects of progressive cancellation of early retirement schemes, after heavily resorting to such schemes**
- **Demographic challenges and specific characteristics of the french workforce:**
  - Ageing population
  - Later labour market exit
  - Active population will not decrease before 2060

# Employment Rate of 55-64 year old (Europe, 2010) (Eurostat)



# Unemployment rate of 55-64 year old from 1975 to 2011

Données annuelles en %



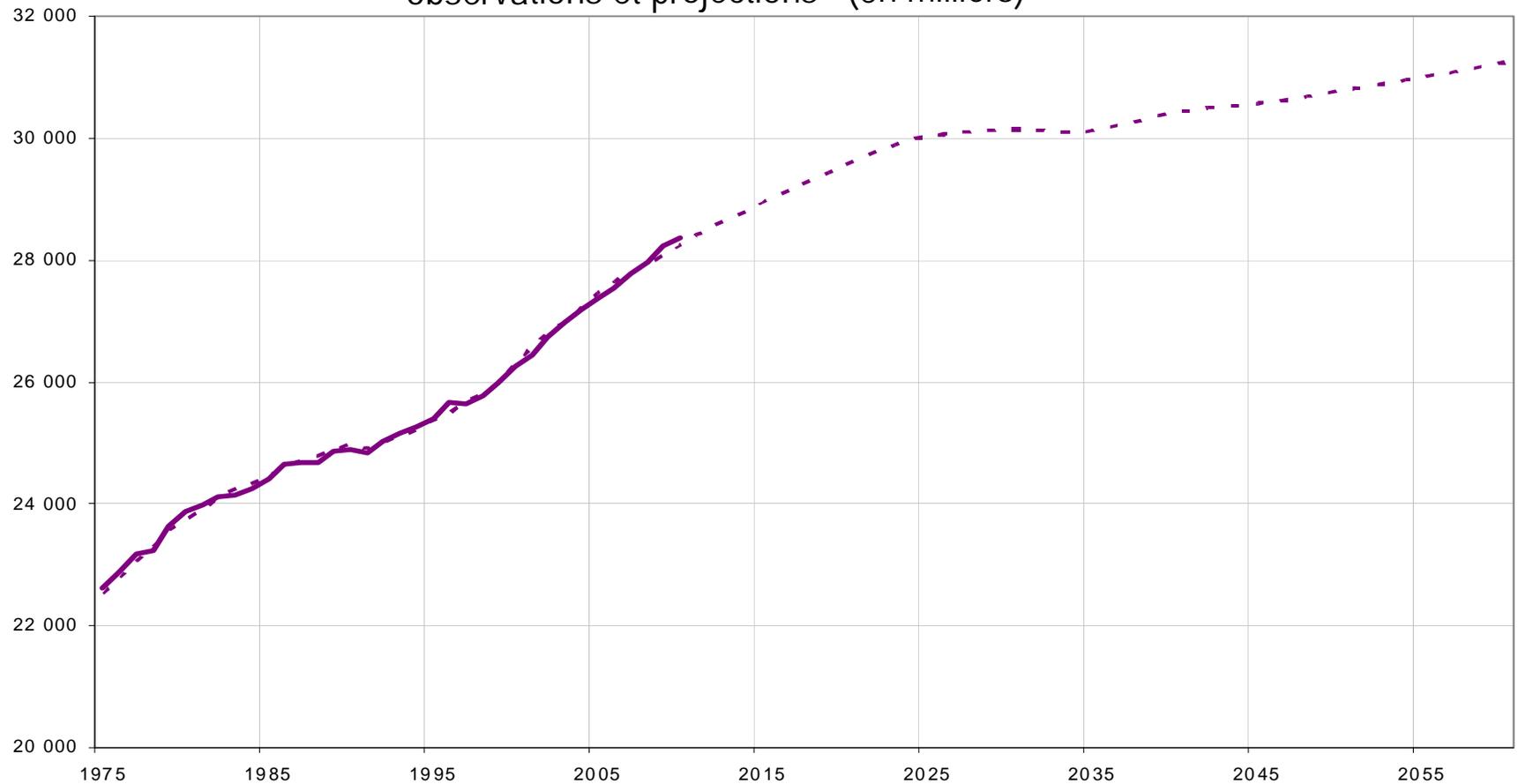
Source : enquête Emploi, Insee ; calculs Dares

1/ Chiffres pour le 1<sup>er</sup> trimestre pour l'année 2011

# The French Labour Force should continue to grow ...



Population active :  
observations et projections <sup>1/</sup>(en milliers)



Source : Insee

<sup>1/</sup> Scénario central des projections de l'Insee de 2011 au-delà de 2010

## **For Pôle emploi, all jobseekers aged 50 or more are considered as a senior workers**

### **▪Mission:**

- Act with the senior jobseekers
- Act with companies
- Involve relevant partners for the placement and guidance of senior jobseekers

### **▪Goals:**

- Increase the rate of employment of 55-64 years to reach the European objective of 50 % (for 2010 and after)
- Incite seniors to stay on the labor market
- Increase the rate of sustainable employment of older workers

## Older jobseekers have difficulties in accessing paid employment

- Difficulties to accept loss of previous employment and the working conditions
- Difficulties to value skills and skills acquired through experience
- Need of longer and stronger assistance to accept a reorientation of career

## Enterprises often use age-based workers management

- Strong hesitations to recruit older workers
- Companies still in favour of schemes facilitating early leaving
- Wish to rebalance their age pyramid
- No adaptation to working conditions in the workplace
- Level of salary 20 to 30 % higher than that of 30-39 years
- Level of training lower than average
- Qualifications not maintained by companies
- In competition with young graduates on the labour market

## Action targeting older jobseekers

- **Encouraging people to remain or return to employment**
- **Well-tailored counselling services**
  - A personal adviser from the 1st month of unemployment
  - A more intensive support
  - A post employment support
  - Skill assessments
  - Career guidance and access to trainings or recycling

## An action targeting enterprises in order to encourage and promote seniors' employment

- **Promoting seniors' employment**
  - Annual plan of communication
  - Agreements of branches and big companies
  - Quarterly organization of national "Human Ressources" clubs with the big companies decision-makers
- **Encouraging enterprises to hire senior people**
- **Supporting recruitments**
  - In work assessment
  - « Contrats aidés »
  - Hiring Simulation Method
  - Encourage the alternative working forms: new business start-up, consulting,...

## Enterprises consider an array of solutions

- Age diversity as a performance factor for firms
- Anticipating remain at work
- Evolution of production tools and processes
- Development of a career-oriented culture
- A better hearing of the worker's wishes about mobility and skills developments
- Developing alternance for adults
- Organizing identification and transfer of important know-how

## *Prospects and developments 2/2*

### *Seniors' employment: still a major issue for France*



#### **Firms' expectations towards Pôle emploi**

- **Help develop people's employability from the earliest age**
- **Help firms develop alternance for workers in second part of career**
- **Help put in place mechanisms enabling sharing of senior workers between several firms**
- **Improve identification and knowledge of occupations experiencing labour shortage**
- **Transmit senior people's resumes matching vacancies**

#### **Breaking with seniors' early exit from activity needs a multi-dimension strategy**

- **Career planning and development**
- **Improvement of working conditions and occupational health**
- **Recognition of experience and maintaining human capital as an asset for enterprise**
- **Revision of work organization in order to foster cooperation between generations**

**Strategy is subject to concertation with social partners**