

## PES to PES Dialogue:

Peer Review on "PES and older workers"

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Public Employment Service Austria (AMS)

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## Labour market situation of older workers

- Austria is not achieving the EU target employment rate for older workers of 50% (by 2010); at the moment the percentage is 42.4 %
- There was a slight rise in the number of unemployed elderly according to age groups (2001 31% to 2011 35%)
- Duration of unemployment in days: was shortened considerably in the case of older workers since 2001
- This is done principally by means of the Early Intervention Strategy
  - sponsored activities were not given in the same measurement as this was done for the group of younger unemployed







## Labour market situation of older workers

- AMS will need to master new challenges concerning the group of older unemployed/and older employed due to:
- demographic development
- the labour market reform (2012-16) from Ministry of Labour, Social Affairs and Consumer Protection (BMASK)
  - e.g. people should retire at a later age; AMS will have the responsibility for getting people on invalidity benefit under the age of 50 to get back to work
- In general, the number of older unemployed and older employees will increase considerably in the future







Strategy "Early Intervention"

Financial support

Qualification

**Productive Ageing Strategy** 

Partnerships/networking

Health promoting measures

Public relations – raising public awareness







The "Early Intervention Strategy " in the job centres consists in particular of:

- The unemployed are obliged to actively look for work from the first day of unemployment and prove this
- Their search is actively supported by the job centre advisors through job proposals

Main results and success factors: Obvious shortening of the period of unemployment – this is one of the annual aims of the AMS Austria; (each Regional Organisation has to reach it at 100% at the end of every year) so it is a strategy with high priority.







## Financial support (Integration subsidy)

 Settling-in allowances: people who are difficult to place will be made more "attractive" for the employer; the employer's costs for these people are reduced for a limited time (this is aimed not only for older employees, also for young people and women returning to work after maternity leave)

Main results and success factors: High rate of continued employment after the end of the promotion; this is a very important factor to reach one of the annual aims of the AMS Austria – (sustainability of employment) and very important for older people to be integrated in the labour market successfully.







#### Qualification

- Facilitate integration into the labour market through training in companies:
  - Training measures
  - Further training
  - Activating measures (active job search, application training)
  - Vocational preparation measures
  - Employment trusts (outplacement, inplacement (for years, the AMS Styria has offered an "Implacement Employment Trust" for older people only: people get a variety of necessary measures - in contract for a special Job-offer)
  - Start-up programme for companies (UGP)
  - Promotion of the qualification of people in work (co-financed by ESF for people in work; external implementation)

**Success factors:** Duration of the unemployment period, customer satisfaction







Productive Ageing: ESF programme objective 2, priority 1: Adaptability of workers and Enterprises

Consultation of entrepreneurs with the aim of "promoting employment"

- will promote active and productive ageing
- will improve human resources planning and development in enterprises
- stabilise and enhance the professional situation of older workers
- ⇒ Promotion of the qualification of employed people (> 45 years) the consultation is done by the AMS consultants, the training is carried out by external institutions.
- Qualification Networks QVB): number of comparable companies who carry out the qualifications jointly: these are the most successful measures in productive ageing; consultation is done by external institutions too.

(Styria) since 2007:

- 30.000 elderly employees have been in Training for better adaptability
- 1.200 enterprises were involved
- 120 Networks of enterprises for qualification of their employees







## Partnerships/networking

There are a large number of partnerships in particular at the level of Federal States and the regional offices. The central office of the AMS provides the central regulation for the cooperation

## 1. Territorial employment pacts (TEPs)

Are contracted regional partnerships to better link employment policy with other policies in order to improve the employment situation at regional and local level.

- Funding is made by the ESF, OP "Employment" for Austria, 2007-13 and by the Federal Ministry of Labour, Social Affairs and Consumer Protection
- In the framework of TEPs, the Public Employment Service, the Provincial Governments, the Federal Social Welfare Offices, the social partners and other collaborators jointly adopt programmes and implement them based on a coordinated Pact budget.







Partnerships/networking: Territorial employment pacts (TEPs)

In co-operating as partners, the specific aims of TEPs are:

- to increase effectiveness and efficiency in the use of resources
- to develop working programmes and projects
- to improve the quality of support given to certain target groups
- to secure and create jobs
- to obtain funding for the region and
- to identify problems in employment policy and support an integrated strategy that meets real needs

During the last 5-6 years, targeted measures were developed for employment integration of those furthest away from the labour market and **for older people** too; so we've got a lot of evidence for creating new measures for older people (e.g. see: <a href="http://www.elderly.at/en/index.html">http://www.elderly.at/en/index.html</a>)
Results are given via "Grünbuch Ältere" for the Federal Government







## Partnerships/networking

Based on the projects of the EQUAL Development Partnerships and TEP Initiatives there are new projects carried out by partnerships in some counties in Austria:

Carinthia: "GENIAL: Generationen im Arbeitsleben" (generations in the work-life), it is a project of the Provincial Government (in partnership with consultants, enterprises, AMS)

 aims are to find out innovative ways and methods to support and enhance the efficiency in work of the employees and to encourage employers to recruit and retain older workers

Upper Austria: Network "WAGE: Winning Age, Getting Future" founded in 2008 is tailored to the needs and wishes of companies under the management of the Upper Austrian Chamber of Labour. Parties involved: Upper Austrian social partners, decision makers, employees, developers on managerial and corporate levels, businesses.







## Health promoting measures

In general these are an integrated part of measures for marginalised and older people (carried out by training institutions or by non-profit employment projects etc.)

#### A mix of measures and activities are offered:

- Case Management (becomes more and more important)
- psychological diagnostic (offered by the AMS psychologists too)
- medical/psychiatric diagnostic and rehabilitation (institution for pension insurance)
- testing employability
- use of assistance institutions in case of special problems (drug-addicted, psychologic diseases...) this service can be offered by the AMS advisors too

There is an ongoing initiative from the Federal Ministry (BMASK) in partnership with the Federal Social Office, partnerinsitutions, and the AMS:

"Consultation and support offer with health problems in the workplace" The purpose is the improvement of the state of health for people in the working process.







## Labour market reform until 2016 (BMASK)

Job market offensive for older people and people with health problems

- Financal investment
- Planned savings by the government and measures to extend the time people stay in work by making it more difficult to retire
- Financal "labour market contribution" of enterprises…..
- 45.000 older people and people with health problems will get AMS promoting measures
- 32.000 marginalised people with work capability will get vocational rehabilitation
- Settling-in allowances for employers are to be offered for 40.000 older unemployed people (additional!)......







## **Public relations – raising public awareness**

- →A compilation of arguments for the AMS advisors has been prepared for the discussion with older unemployed persons and with businesses to promote the reintegration of older persons.
- ⇒ Every year the AMS-Central Office starts a publicity campaign about special subjects. The subjects are transfered through televison, newspapers, events, bills and posters. The effect (whether the campaign was noticed by the public) is measured by an analysis ("Medienanalyse") at the end of the year by an external institution.
- the analyses shows the percentage of personal reports (someone of the AMS employees has given an interview or a statement, someone from the public made a contribution in a newspaper and so on)
- The percentage of non personal reports (via clippings)

No figures are available concerning the campaign about the topic "elderly" (this campaign was made some years ago, but it was noticed by the public)







# Thank you

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