

## Green Paper "Confronting demographic change: a new solidarity between the generations"

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Do you consent to the publication of your personal data/data relating to your organisation with the publication of your replies to the consultation?	Yes
Name	Jan Achten
E-mail address	jan.achten@bdo.nl
Are you replying as an individual or an organisation?	Individual
Gender	Male
Age	55-64
Country of residence	NL - Netherlands
Do you take the view that the discussion of demographic trends and managing their impact should take place at European level? If so, what should be the objectives, and which policy areas are concerned?	It will be the post-Lissabon strategy. A sort of Marshall plan is necessary. First the situation has to become under control; it is now out of control. Governments ignore problems or do not seem to be aware of it.
Over many years, the Union has been making considerable efforts to achieve equality between men and women and has coordinated national social protection policies. How can a better work/life balance help to tackle the problems associated with demographic ageing? How can a more balanced distribution of household and family tasks between men and women be encouraged? Should the award of certain benefits or advantages (leave, etc.) be linked to an equal distribution of tasks between the sexes? How best to ensure an adequate income for both parents on parental leave? How can the availability of child care structures (crèches, nursery schools, etc.) and elderly care structures be improved by the public and private sectors? Can a reduced rate of VAT contribute to the development of care services? How can parents, in particular young parents, be encouraged to enter the labour market, have the career that they want and the number of children they want?	At present, most challenging is the question: how far may (religious) organisations go, under the protection of article 9 of the Convention for the protection of human rights and fundamental freedoms, to impair equality between men and women, and to prevent women entering the labour market? Without answering this question, all policies are stopgaps.

<p>The Thessaloniki European Council in June 2003 declared that an EU integration policy for immigrants should help to meet the new demographic and economic challenges currently facing the EU. This is the debate initiated by the Green Paper adopted last January.</p> <p>To what extent can immigration mitigate certain negative effects of demographic ageing?  What policies should be developed for better integrating these migrants, in particular young people?  How could Community instruments, in particular the legislative framework to combat discrimination, the structural funds and the Employment Strategy, contribute?</p>	<p>Inasfar immigrants can contribute to the economy; social security immigrants are a disaster for all, including themselves. Limited by the possibilities of social absorption.</p>
<p>European objectives have been laid down for the prevention of long-term youth unemployment, combating early school leaving and raising the level of initial training. The structural funds help to attain them at grass roots level. How can initial training and adult training schemes be improved? What can non-formal education and voluntary activities contribute? How can the structural funds and the instruments for achieving better access to the knowledge society contribute? How can the bridges between school and working life and the quality of young people's employment be improved? What role should social dialogue play? What can dialogue with civil society, in particular youth organisations, contribute</p>	<p>Schemes should avoid that people become more doomed if the unemployment continues. Therefore, schemes for work experience are necessary and they to be mandatory.</p>
<p>How can Community policies contribute more to combating child poverty and poverty among single-parent families and to reducing the risk of poverty and exclusion among young people?  What forms of solidarity can be fostered between young people and elderly people?</p>	<p>No material Community policy seems to make sense, other than stimulating member states and by exchanging information on succesful schemes. Young people can more help elderly people in modern techniques, esp. EDP and internet, not so easy assuming that elderly are too old to understand.</p>

<p>In order to foster the transition to a knowledge society, EU policies promote the modernisation of work organisation, the definition of lifelong learning strategies, the quality of the working environment and “active ageing”, in particular raising the average retirement age. Demographic changes reinforce the importance of these policies, whilst raising new questions: How can the organisation of work be modernised, to take into account the specific needs of each age group? How can young couples’ integration in working life be facilitated and how can we help them to find a balance between flexibility and security to bring up their children, to train and update their skills to meet the demands of the labour market? How can we enable older people to work more?</p>	<p>Active ageing: better possibilities for elder workers to improve their knowledge, esp. EDP and internet. Abolish abrupt retirement and open the possibility to work some more years, without the same stress and workload.</p>
<p>How can work organisation best be adapted to a new distribution between the generations, with fewer young people and more older workers? How can the various stakeholders in the Union contribute, in particular by way of social dialogue and civil society?</p>	<p>More older workers: to let them share more in the health care sector, where productivity can hardly be improved but where needs are increasing.</p>
<p>The European coordination of retirement scheme reforms is promoting more flexible bridges between work and retirement. Should there be a statutory retirement age, or should flexible, gradual retirement be permitted? How can elderly people participate in economic and social life, e.g. through a combination of wages and pensions, new forms of employment (part-time, temporary) or other forms of financial incentive? How can activities employing elderly people in the voluntary sector and the social economy be developed? What should be the response to pensioner mobility between Member States, in particular with regard to social protection and health care? How should we be investing in health promotion and prevention so that the people of Europe continue to benefit from longer healthy life expectancy?</p>	<p>Flexible, gradual retirement is necessary, if one wants to let older employees work longer. In the Netherlands, all other things being equal, the share of employees in health sector will increase from 13 to 15% (other member states will have similar picture). That high share would drain economic resources and impair the economy. The problem can only be solved by a larger share of older employees and therefore, gradual retirement is a must.</p>

<p>The coordination of national social protection policies is due to be extended to long-term care for the elderly in 2006. How can this help to manage demographic change? The coordination of national social protection policies is due to be extended to long-term care for the elderly in 2006. How can this help to manage demographic change? In particular, should a distinction be drawn between retirement pensions and dependency allowances? How do we train the human resources needed and provide them with good quality jobs in a sector which is often characterised by low salaries and low qualifications? How do we arrive at a balanced distribution of care for the very old between families, social services and institutions? What can be done to help families? What can be done to support local care networks? And what can be done to reduce inequality between men and women when they reach retirement age? How can new technologies support older people?</p>	<p>Care by the very elderly can be shared by the not so very elderly. They can take care of demented elderly while the nurses will have a more managerial task.</p>
<p>Should the European Union be promoting exchanges and regular (e.g. annual) analysis of demographic change and its impact on societies and all the policies concerned? Should the Union's financial instruments – particularly the structural funds – take better account of these changes? If so, how? How could European coordination of employment and social protection policies better take on board demographic change? How can European social dialogue contribute to the better management of demographic change? What role can civil society and civil dialogue with young people play? How can demographic change be made an integral part of all the Union's internal and external policies?</p>	<p>Demographic change is the post-Lissabon strategy. Active Community policy seems very necessary. First, make the situation visible. At present, most governments have no long term policy. If they have, attention is only for state pensions that becomes a too heavy burden (too few young people to pay for). But health care for the elderly seems to be a greater problem, both financial and share of working people in the health sector. But there is hardly information, let alone a policy.</p>
<p>How did you perceive this questionnaire?</p>	<p>Expectations not met</p>
<p>Why?</p>	<p>Irrelevant in content</p>