

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

<b>Identification of case</b>	
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<b>Privacy statement</b>	
<b>Personal Data</b>	
Do you consent to the publication of your personal data/data relating to your organisation with the publication of your replies to the consultation?	No, references to the personal data should remain anonymous
Name ***	
E-mail address ***	
Are you replying as an individual or an organisation?	Individual
Gender	Male
Age	25-39
Country of residence	IT - Italy
<b>Explanation</b>	
<ul style="list-style-type: none"> <li>Do you take the view that the discussion of demographic trends and managing their impact should take place at European level?</li> <li>If so, what should be the objectives, and which policy areas are concerned?</li> </ul> <p>Sì, il livello europeo deve essere uno stimolo ai livelli nazionali e regionali ad approfondire la tematica. Questo per il motivo che le tendenze demografiche regionali possono essere anche molto differenziate e, quindi, la tendenza media europea è solo una media. Il livello europeo potrebbe prevedere una serie di scenari, con indicazione e supporto per le politiche appropriate per ogni scenario.</p>	
<b>1. The challenges of European demography</b>	
<b>1.1. The challenge of a low birth rate</b>	
<p><i>Over many years, the Union has been making considerable efforts to achieve equality between men and women and has coordinated national social protection policies.</i></p> <ul style="list-style-type: none"> <li>How can a better work/life balance help to tackle the problems associated with demographic ageing?</li> <li>How can a more balanced distribution of household and family tasks between men and women be encouraged?</li> <li>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</li> </ul>	

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?

1 Il problema si presenta alquanto differente nei diversi paesi membri. Una delle strategie potrebbe essere quella, dopo essersi concentrati sui ruoli femminili, passare a concentrarsi su quelli maschili (senza far cadere le misure in corso per la parte femminile): cioè politiche miranti al maggiore coinvolgimento degli uomini alla gestione domestica, e maggiore flessibilità lavorative per gli uomini. 2 I mezzi specifici non so. Come ho scritto nel punto 1, certamente iniziando a lavorare sugli uomini e non solo sulle donne. 3 Certamente. Non ne ho idea. 4 Non so. Ma bisogna stimolarle. 5 Sarebbe meglio caricare il costo direttamente sulla fiscalità generale, dato che la crescita dei bimbi e la cura degli anziani è un interesse generale. 6 Iniziando a lavorare prima. Facendo diventare una prassi comune la formazione continua e il cambio di mansioni lavorative circa ogni 2 anni. Facendo pagare alla collettività il costo di gestione dei bambini.

## 1.2. The possible contribution of immigration

*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.*

- 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?

1 L'immigrazione è il mezzo naturale di compensazione degli sbilanciamenti delle strutture per età delle popolazioni europee. 2 Le politiche di integrazione degli stranieri sono fondamentali, e potrebbero essere analoghe a quelle adottate nei confronti dei giovani europei. 3 Probabilmente variano da regione a regione; dal mio punto di vista, i maggiori problemi per l'integrazione sono la scarsità di abitazioni, la scarsità di occasioni di contatto tra nuovi arrivati e residenti da più tempo, la arbitrarietà del quadro legislativo, la mancanza di strumenti di formazione all'emigrazione nei paesi di origine.

## 2. A new solidarity between the generations

### 2.1. Better integration of young people

*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?

1 I migliori sistemi formativi sono quelli integrati in modo costante, e per tutti, alle attività lavorative, almeno dai 15 anni di età. In questo senso, verrebbe quasi a scomparire la distinzione tra formazione iniziale (eccetto quella fino ai 15 anni), e quella continua. 2 In questo contesto sparirebbe il concetto di "transizione" da sistema formativo a lavoro. Di certo, comunque, una economia sana contribuirebbe alla cosa.

- 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?

1 Una economia sana permetterebbe di ridurre i rischi di povertà di tutti. 2 Certamente la vicinanza di residenza, le occasioni di socialità e di fiducia reciproca contribuirebbero alla solidarietà tra giovani e anziani.

## 2.2. A global approach to the “working life cycle”

*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?

1 La turnazione delle mansioni lavorative almeno ogni 2 anni potrebbe essere uno strumento utile. 2 L'addebitamento alla fiscalità generale dei costi di gestione dei figli, la turnazione delle mansioni lavorative e la formazione permanente. 3 La turnazione delle mansioni lavorative.

- 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?

1 Beh... ci penseranno le imprese... 2 Che domanda è?

## 2.3. A new place for “elderly people”

*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?

1 Il pensionamento prima di un certo limite di età potrebbe essere regolato da visite mediche. 2 Non so. 3 Stimolandoli, ma soprattutto stimolandoli non solo da anziani, ma anche prima, in modo che possano continuare attività che già prima facevano. 4 Non ho capito la domanda. 5 Concentrando gli sforzi sanitari verso i settori che realmente servono.

## 2.4 Solidarity with the very elderly

*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?

1 Non conosco la differenza. 2 Non ho capito la domanda. 3 Facilitando la convivenza nelle stesse abitazioni di più generazioni. 4 Penso che già ci sia molto a disposizione delle famiglie. 5 Cosa vuol dire? 6 In modo sensato.

### **3. Conclusion: what should the European Union's role be?**

- 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?

1 Dati i tempi demografici, analisi biennali sono più che sufficienti. 2 Non so. 3 Tenendone conto. 4 Tenendone conto. 5 Creando legami forti con le aree vicine.

### **The Questionnaire**

How did you perceive this questionnaire? Expectations met