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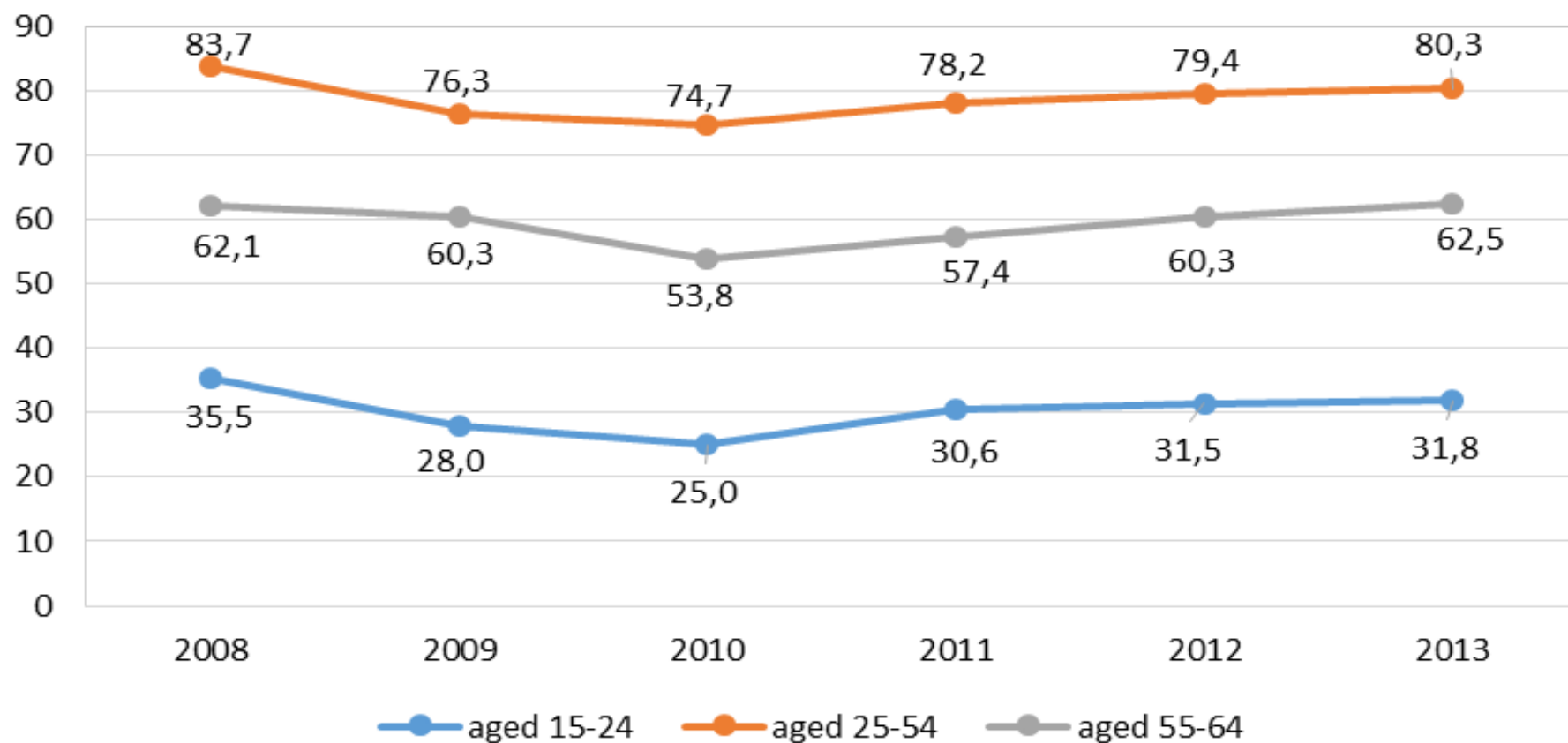
Older workers in Estonian Labour Market

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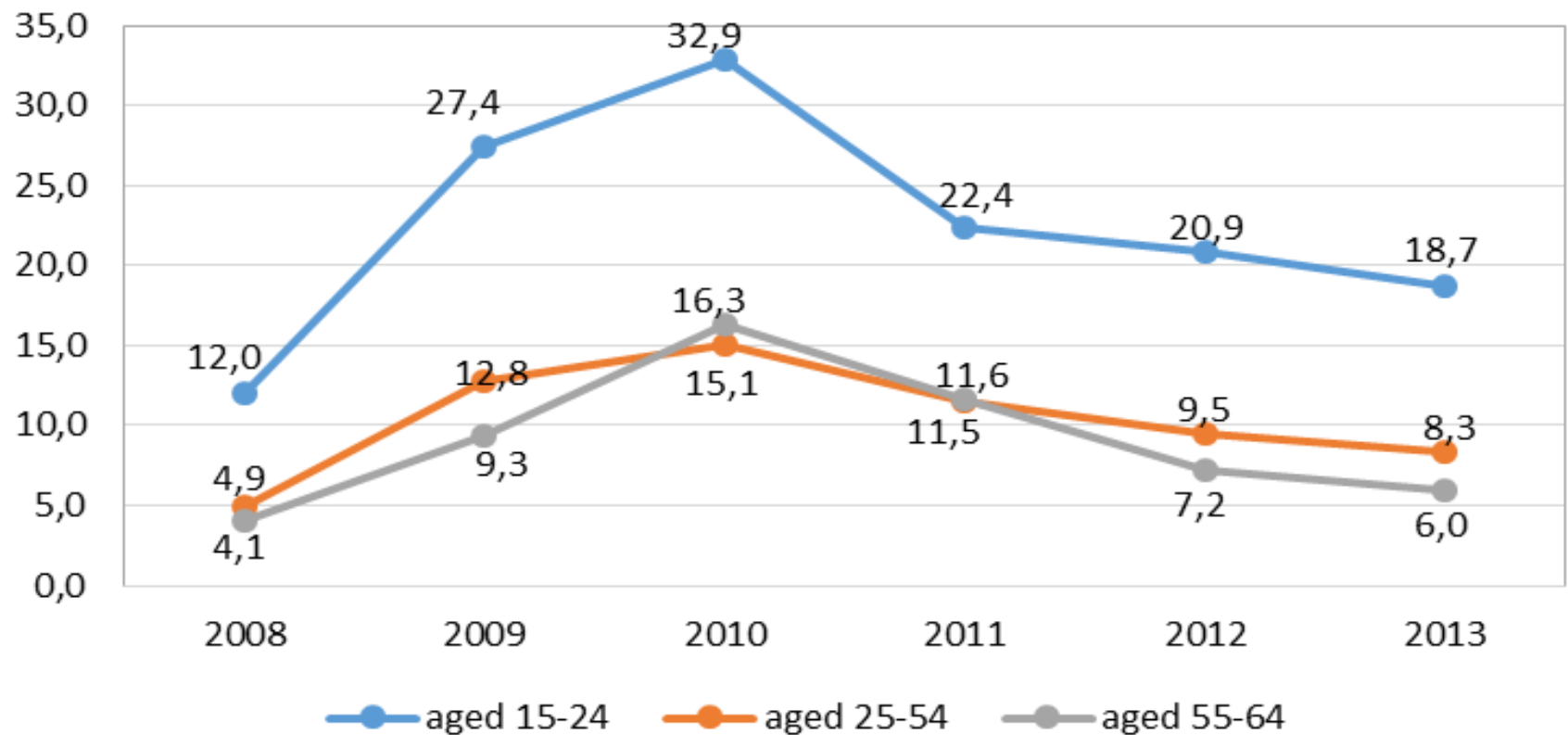
Employment

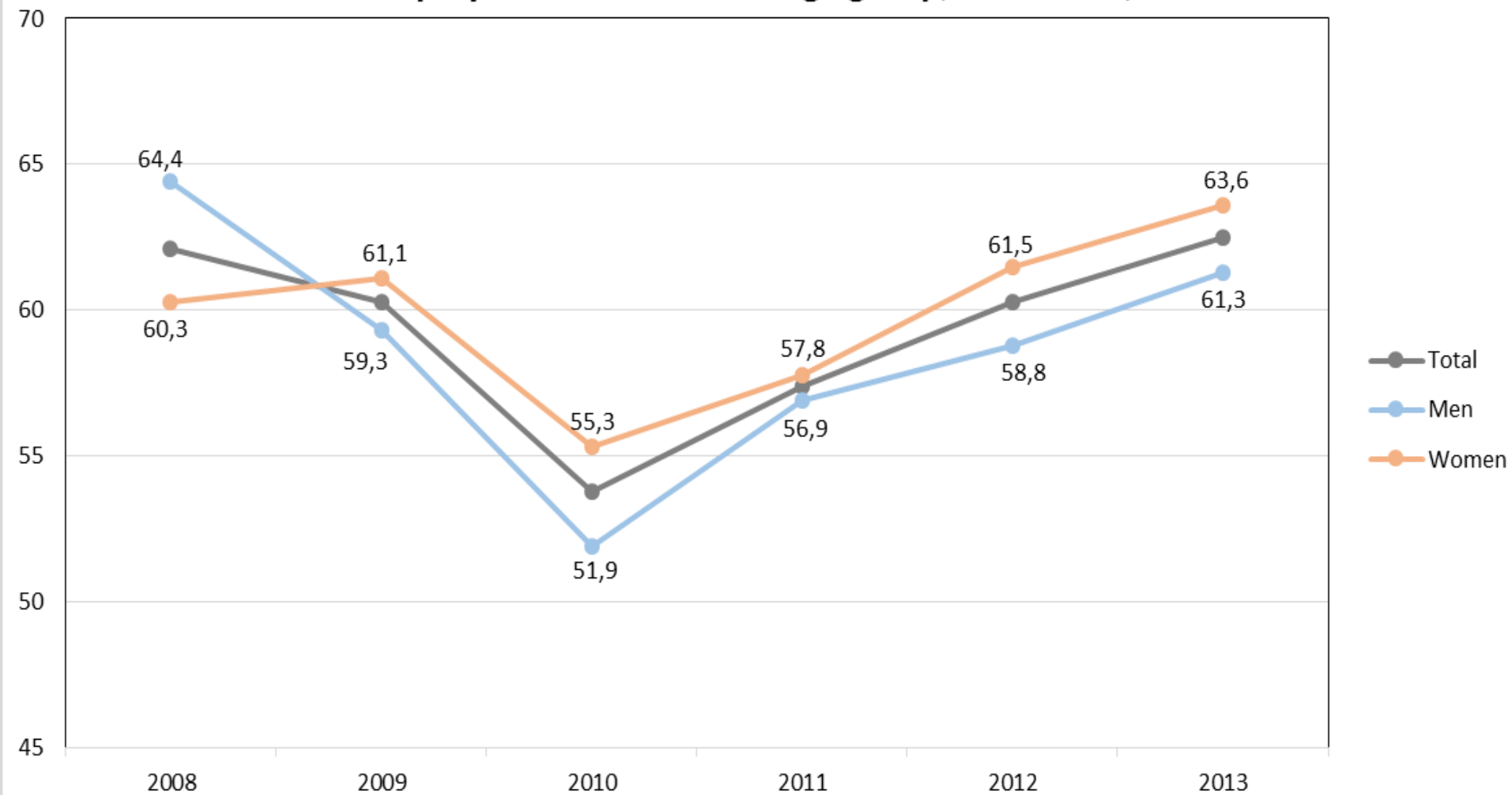
Employment rate by age groups, 2008-2013, %



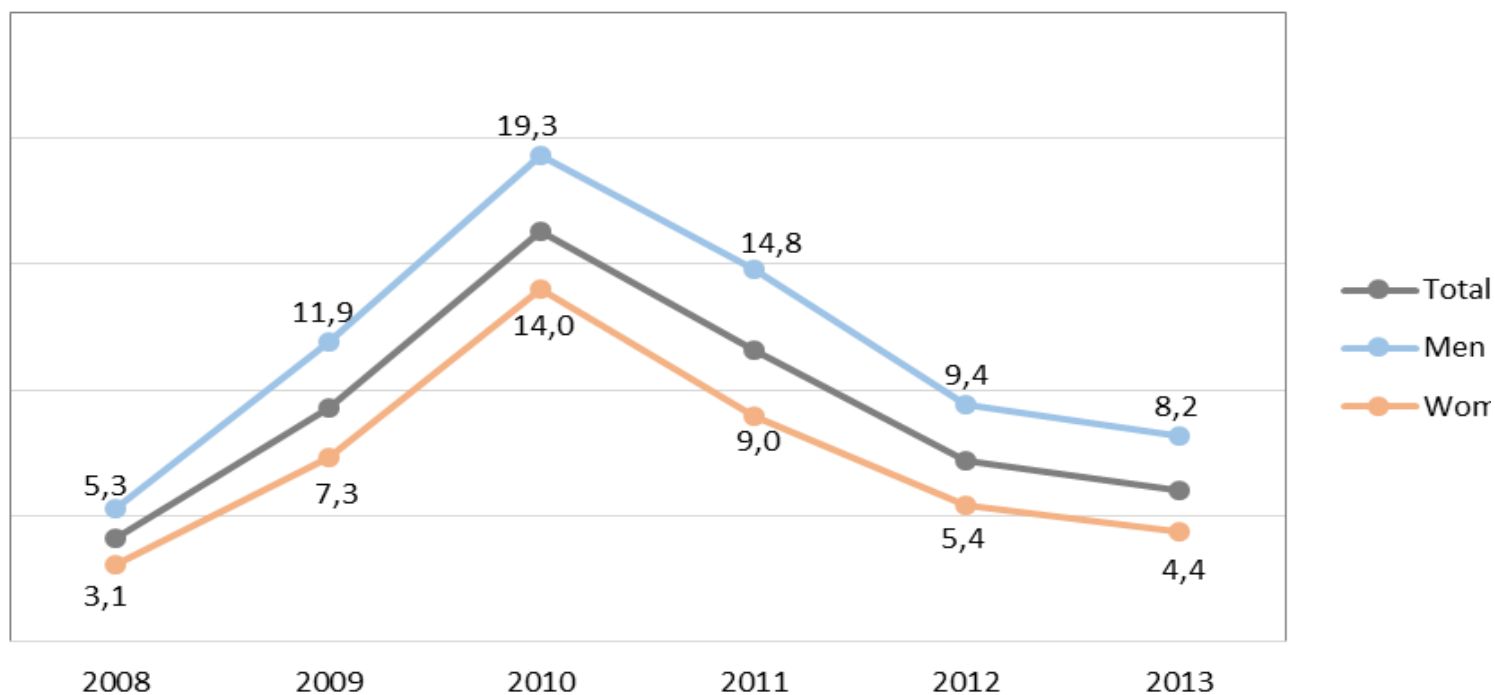
Unemployment

Unemployment rate by age groups, 2008-2013, %



Employment rate of 55-64 age group, 2008-2013, %

Unemployment rate of 55-64 age group, 2008-2013, %



Source: Statistics Estonia, Estonian Labour Force Survey

Survey „Elderly in Estonian Labour Market“ (2012)

- Health
- Education /Skills
- Attitude towards older employees
- Age-based discriminations in labour market

- http://www.sm.ee/sites/default/files/content-editors/Ministeerium_kontaktid/Uuringu_ja_analuusid/Toovaldkond/vanemaealised_executive_summary.pdf

Health. What an older worker needs?

- Smaller workload
- Adjustment of work places
- Flexible work (part time)

Education and Skills

Life Long Learning

The attitude towards employment of the elderly

- Ignorance, confusion and hope

Age-based discrimination?

Not a problem!?

Seminars for employers

We told employers about:

- The situation of aging workforce
- How to prepare and handle the situation
- Good examples of how someone already is doing it in Estonia

Next step: Labour Market Measures for old-age pensioners

- Labour market training
- Work practice
- Business start-up subsidy
- Working with special aids and equipments
- Adaptation of premises or equipments
- Career counseling