

Short report from panel 2

The ageing of working population relates to a demographic change. Such a process is usually linked with a raising of inequalities for different type of workers such as women, blue and white-collar workers, migrants, etc. There are also differences in sectors or in prevention given to the workers throughout their working life. Moreover, ageing of workers brings raising problems with recognition of occupational diseases, accidents or exposure to workplace hazards.

In Portugal, according survey presented by one of the panelists, human resources managers do not recognize ageing as their issue. Anyway, ageing workers should accept long working time and long week. The survey shows that although there are considerable efforts from the EU and some national actors, regarding the ways how to keep workers longer at the workplaces, regrettably these efforts have just a little impact on standard behavior of companies in the country. The companies do not care much on measures and prevention which could have a positive effect on workers' health while there are requested to participate longer in the labour market.

The aim of a survey conducted in Poland was to study the relationship between a stereotype threat at work and wellbeing and work attitudes of employees in age 50+. As a stereotype threat is considered a perception of people of given social group of being stereotyped by people from other social groups. Results indicate that feeling of stereotype threat is related to wellbeing and work attitudes of older workers. This may be an important message for practitioners as it seems that stereotypes at workplace are related to employees physical and psychological health and work attitudes which may result in leaving the labor market early. Anyway, 46% of workers in survey carried out in Poland claim that they want to work after their retirement. Despite raising exposure to hazards including psycho-social ones the main reason for such a statement is economic situation of these workers and their wish to be secured while the pension is rather low.

The project of the European Agency for Safety and Health at work 'Safer and healthier work at any age' indicated, among other, successful factors to ensure sustainable work and active ageing. In a policy development it is an *Integrated policy framework* including all relevant policy areas – economic and social affairs, employment, public health, education, OSH and anti-discrimination, *Life-course perspective* and a developed *Social dialogue*. The implementation of these strategies should be strengthened by the *Cross-policy and multi-disciplinary systems and structures*, *Proper Coordination* and *Involvement of a broad range of stakeholders*.

The panel identified as the key challenges to be addressed in this area the *difficulties with prolongation the work after 60 namely for blue collar workers, raising inequalities, especially*

discrimination and related psycho-social hazards and insufficient care on workers from a viewpoint of longer working life. Another key factor is a missing EU guidance or a political vision how to secure a decent work for the ageing workforce.

The priorities for action to meet these challenges cover, *among other, a long-life prevention in OHS, which means less exposure to hazards throughout whole working life, work and life balance and reduction of working time.*

Anyway, the question of ageing of working population is linked with other political areas as changing global environment, new technologies and needs for training and updated skills, or proactive social dialogue and bargaining on behalf of proper conditions for ageing workforce.