

# Preventing Early Exit From Labour Market Indicators



Bert De Vroom

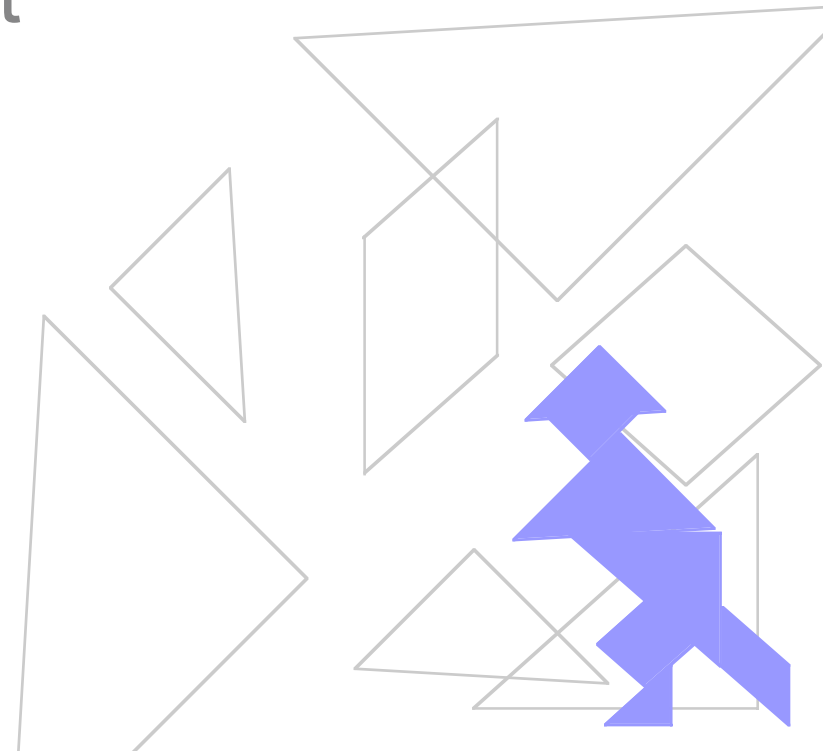
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# Topics

- ◆ Causes of Early Exit
- ◆ Prevention of Early Exit
- ◆ Indicators

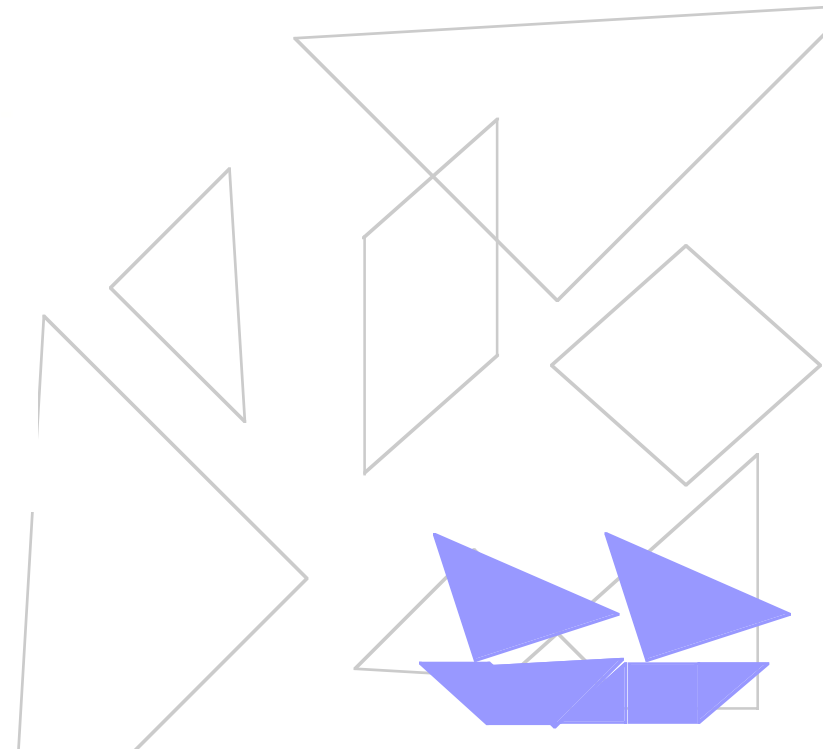
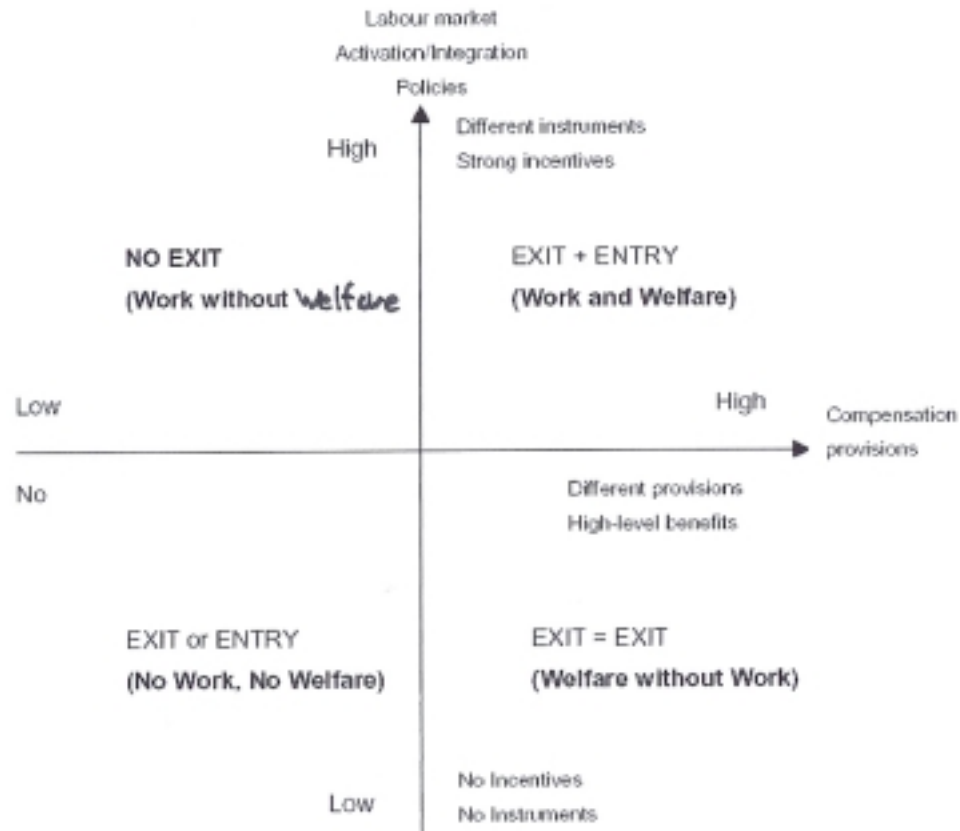


# Causes

- Lacking activation policies
- The 'Loreley effect' of compensation policies
- Lacking quality of work
- Age barriers and age-discrimination in employment
- Need for new time arrangements/de-standardised life courses
- Increasing life expectancy
- Economic situation



# Activation/compensation



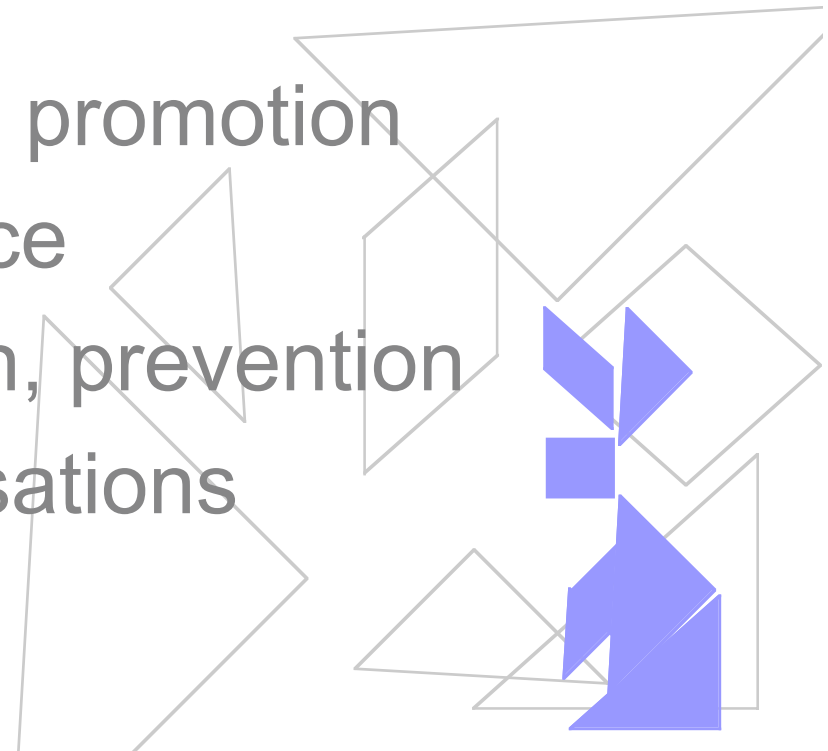
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# Quality of Work/age Barriers

- ◆ Age discrimination in employment
  - ◆ Job recruitment
  - ◆ Training, development, promotion
  - ◆ Flexible working practice
  - ◆ Ergonomics, job design, prevention
  - ◆ Attitudes within organisations



# New Time Arrangements/life Course Policy

- ◆ Need of new time arrangements
  - Flexible working time
  - Combinations of working time and private time over the life course
- ◆ Integrated life course policy
  - New labour market, social security and welfare policies that facilitates a new organisation of the working life course

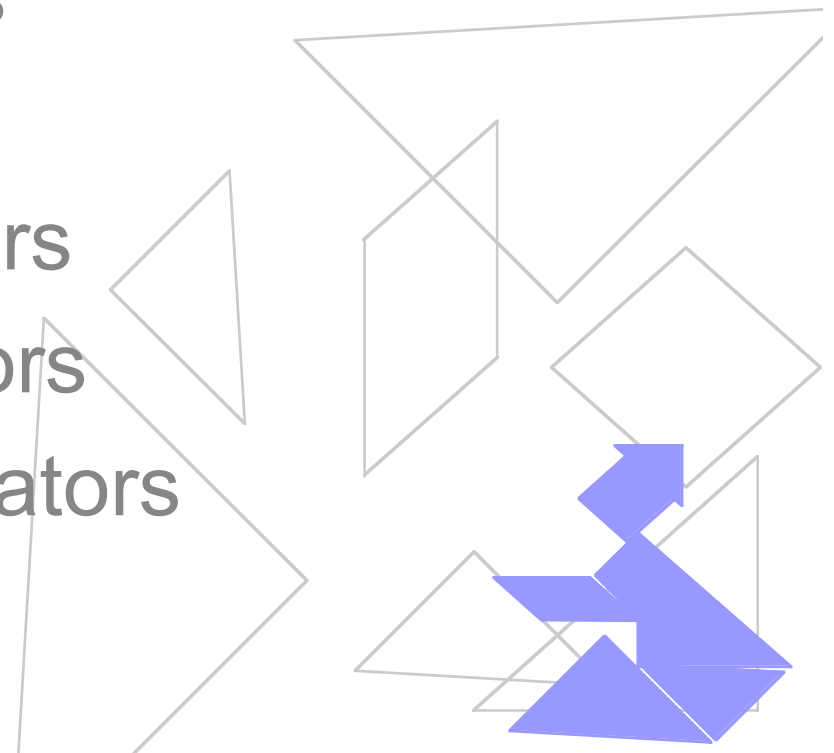
# Indicators

- ◆ Exit patterns indicators
- ◆ Exit pathway indicators
- ◆ Activation indicators
- ◆ Compensation indicators
- ◆ Quality of work indicators
- ◆ Life course policy indicators

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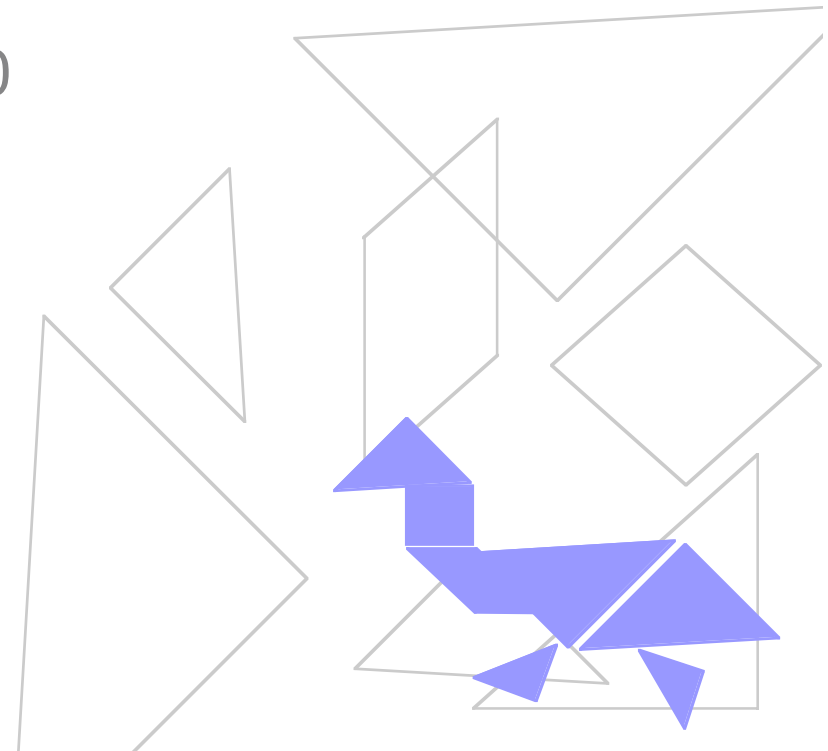
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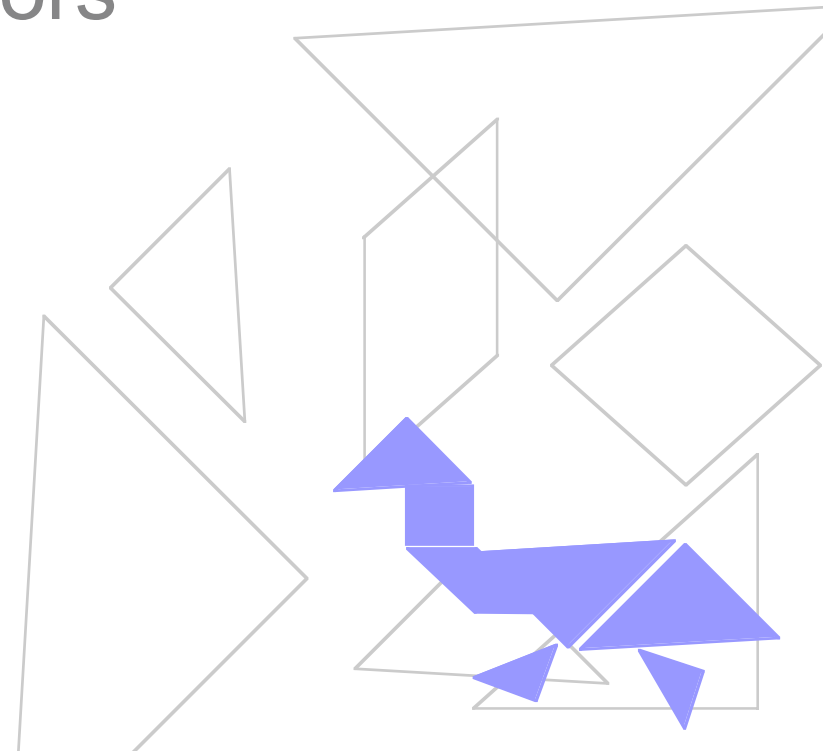
# Exit Patterns Indicators

- ◆ Employment to population ratio for older workers
  - Break down by:
    - ◆ 5-year age groups: 55-70
      - Gender
      - Industrial sector



# Exit Patterns Indicators

- ◆ Participation rates of older workers
  - Break down (see above)
- ◆ Life expectancy indicators



# Early Exit Pathway Indicators

- ◆ Unemployment rates and the incidence of long term unemployment
- ◆ Disability rates
- ◆ Participation in pre-retirement schemes
  - Gradual, early, part-time retirement schemes
- ◆ Retirement age
  - Formal retirement age
  - ◆ Break down (see above)



# Activation Indicators

- ◆ Part-time work rates among older workers
- ◆ Activation rates
- ◆ Activation/re-integration policies:
  - Improvement of working conditions for the ageing workforce
    - ◆ Indicator: disability, sickness, absence
  - Improvement of training/learning facilities for ageing workers
    - ◆ Indicator: participation rates in programs

# Compensation Indicators

- ◆ Connection between compensation and activation
  - Example: incentives to shift from early to late exit, or to re-enter the labour market (incentives for both employers and workers)
- ◆ Facilitation of combinations of work time and private time over the life course
  - Example: time budgets over life course
  - Example: credits over life course
  - Example: gradual, part-time, flexible retirement schemes