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of older and younger persons

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Policy Brief on Employment and Social Protection Indicators

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1. Issues

The world's population is growing older at an accelerating pace. Fertility rates are declining, and people live longer. Between now and 2050, the number of people aged 60 and over should rise from about 600 million to 2 billion. Developing countries are ageing faster than industrialized countries while the demographic effects of the HIV/AIDS pandemic still remain to be fully assessed.

The more developed economies of Western Europe are the oldest in the European region¹ while the countries in South Eastern Europe and Mediterranean are the youngest followed by countries in the Commonwealth of Independent States and in the new EU member states.² However the speed at which populations in these last three subregions are ageing is faster than in the more industrialized ones.³

This demographic shift is attributed mainly to the general decline in fertility rates and to improved health, which has lengthened life expectancy. Paradoxically, longer life expectancy has not been accompanied by longer working lives, particularly in the most industrialized economies which have experienced a substantial drop in the average age at which individuals retire from the labour market. Growing unemployment has generated labour supply reduction measures stimulating early labour market withdrawals.

The 2002 Barcelona Council concluded that a progressive increase of about five years in the effective average age at which people stop working in the European Union should be sought by 2010⁴. Since in 2002 the estimated average effective exit age from the labour force was 60.8, to meet the Barcelona target, the bulk of exits should be delayed until the age of 65 by 2010. No country has an average exit age above 65.⁵ On average, men exit the labour force about 1.5 years later than women.

As a consequence, countries are facing concerns about the financial viability of social protection systems. Especially the rising old age dependency ratios are a source of major concern.⁶

¹ The EUROPE Region follows the ILO regional distribution. See annex for definition of subregions.

² See Table 1 as well as Figures 1 and 2 in the Annex.

³ See Table 2 in the Annex.

⁴ Employment in Europe 2003, Recent trends and prospects. September 2003, European Commission.

⁵ See Table 3 and Figure 3 in the Annex.

⁶ See Table 4 in the Annex.

While there are reasons to alter labour supply reduction policies, there are barriers which do not allow an easy reversal. Employment promotion remains the overriding concern. Also, policies are needed to increase participation and employment rates of older workers which are very low in many countries.⁷ Activity rates start falling sharply from the age of 50. The employment rate of older workers in the EU remains very low and raising it to 50% is a challenging objective for the EU in the coming years.

Raising participation and employment levels of older workers will depend on changes in cultural and social factors, in particular attitudes to older people in employment. It will also require combating age discrimination as well as important changes in policy instruments to achieve changes in behaviour of employers and workers. Governments and social partners will need to cooperate in reforming the legal and institutional frameworks. Investing in employability measures is also key to extend working lives. The dilemma is that investment in older workers' employability has to be made at an early stage when many countries still face labour surpluses.

Promoting productive and decent employment is crucial in the context of ageing societies, as employment is the single most powerful lever to adapt to the demographic challenges of the future. The promotion of full employment is a very effective measure to render the demographic pressures on social security schemes manageable.

2. Suggestions for indicators in the field of employment and social protection

This section presents a non-exhaustive list of indicators in the field of employment and social protection. The indicators included here start from the assumption that indicators

- should be clear and straightforward,
- should be consistent,
- should be as comprehensive as possible while not being overly complex,
- should be easily comparable across countries,
- should build on data that are relatively easily available and do not require much data collection effort from the part of governments and other bodies,
- should lend themselves to an unambiguous interpretation.

Old age dependency ratio

Construction: Ratio of population aged 65 and older to the working-age population (15-64).

Data Source: United Nations Population Data as the most comprehensive data source.

Comment: While the data necessary to construct this indicator are easily available, including sound projections well into the future, this indicator paints a rather crude picture of the actual relationship between “dependent” and active groups of the population. More precise indicators would include the “worker to retiree ratio” or its reciprocal, “retiree to worker ratio”.

⁷ See Tables 5 and 6 in the Annex.

Worker to retiree ratio

Construction: Number of employed persons per person 65 and older, or, more precisely, number of old age pensioners.

Data Source: Employed persons: ILO Labour Statistics; persons 65 and older: United Nations Population Data; Number of old age pensioners: household surveys, and in the future in the ILO Social Security Database.

Comment: In contrast to the old age dependency ratio, the worker to retiree ratio reflects actual rather than potential economic activity and is thus more precise. For the denominator, the number of old age pensioners gives a more precise account of the number of retirees than the number of persons aged 65 and older, yet comparative data are hard to access for the time being.

Participation rates of older workers

Construction: Number of older workers (55-64) in the labour force as a percentage of the population in this age group. Gender break-down possible.

Data Source: ILO Labour Statistics.

Comment: This indicator plays a central role for projecting the future supply of labour. Participation rates of older workers have declined markedly in many countries, being much lower for older women.

Proportion of older workers in the total labour force

Construction: Number of older workers (55-64) in the labour force as a percentage of the total labour force. Gender break-down possible.

Data Source: ILO Labour Statistics.

Comment: This indicator reflects the share of older workers in the total labour force

Employment to population ratio (general)

Construction: Employed population as a proportion of the total working-age population. Gender break-down possible.

Data Source: ILO Labour Statistics.

Comment: It provides information on the ability of an economy to create jobs. As employment is the single most effective lever for adapting to demographic changes in the future, this indicator gives a good account of societies' ability to cope with these challenges.

Employment to population ratio for older workers

Construction: Employed population aged 55-64 as a proportion of the population in this age group. Gender break-down possible

Data Source: ILO Labour Statistics.

Comment: It provides information on the ability of an economy to provide jobs for older workers. Employment rates of older people especially of older men have declined steeply in some countries. However, employment rates are

strongly correlated with education level. The better educated older people remain longer in employment.

Unemployment rates and the incidence of long term unemployment among older people

Construction: Unemployment rate: proportion of the labour force that does not have a job but is available and actively looking for work. Long term unemployment rate: unemployed for one year or longer as a percentage of the labour force. Gender break-down possible.

Data Source: ILO Labour Statistics.

Comment: Unemployment rates of older workers tends to be lower than the overall unemployment rate. Nevertheless, o long term unemployment rates for older people in many countries are rather high, reflecting serious unemployment problems for this age group.

A cross-country comparison of unemployment rates for older workers may prove difficult, however. As some countries provide older unemployed workers with pathways into early retirement or relaxed job search requirements, unemployment statistics do not necessarily reflect the full extent of underemployment in the age-group 55-64. Cross-national comparisons of unemployment rates of older workers may thus be somewhat biased.

Labour force participation rates by level of educational attainment by age

Construction: Participation in the labour force based on the educational attainment: Below upper secondary education; Upper secondary and post-secondary non-tertiary education; Tertiary-type B education; Tertiary-type A and advanced research programmes; All levels of education. The age groups are: 25 to 64-year-olds and 55 to 64-year-olds. Gender break-down possible.

Data Source: OECD Education Database (Indicator A12: Labour force participation by level of educational attainment. Education at a Glance 2003 - Tables . http://www.oecd.org/document/34/0,2340,en_2825_498377_14152482_119656_1_1_1,00.html). The OECD Education Database provides internationally comparable data on key aspects of education systems (http://www1.oecd.org/scripts/cde/members/EDU_UOEAuthenticate.asp)

Comment: This indicator reflect advances and differences in the levels and distribution of the knowledge and skills base of the labour force and population based on age. Research has shown that the better educated older people remain longer in employment.

Adult Literacy

Construction: Number of (non-)literate adults as a proportion of the total population. Gender break-down possible.

Data source: International Adult Literacy Survey which was a 22-country initiative conducted between 1994 and 1998. In every country nationally

representative samples of adults aged 16-65 were interviewed and tested at home, using the same literacy test. The main purpose of the survey was to find out how well adults used printed information to function in society. Another aim was to collect data on the incidence and volume of participation in adult education and training, and to investigate the relationships between initial and adult education, on the one hand, and literacy proficiency and wider economic and social outcomes, on the other. The Survey was sponsored by the National Literacy Secretariat and the Applied Research Branch of Human Resources Development Canada and was managed by Statistics Canada in cooperation with the Organisation of Economic Development (OECD), Eurostat, and UNESCO. <http://www.nald.ca/nls/ials/crintroe.htm>

Comment: Trainability, like productivity is not easy to measure, but the IALS is an important source of evidence about the relationship between age, productivity and trainability. Evidence from the IALS indicates that literacy skills improve with practice and deteriorate if not used. Recent trends in work organization and technology are increasing the importance for job performance of cognitive skills.

Life-long learning

Construction: Percentage of the adult (25-64) population (men and women) participating in education and training. Life-long learning refers to persons aged 25 to 64 who stated that they received education or training in the four weeks preceding the survey (numerator). The denominator consists of the total population of the same age group, excluding those who did not answer to the question 'participation to education and training'.

Data Source: For both numerator and the denominator EU Labour Force Survey from EUROSTAT. The information collected relates to all education or training whether or not relevant to the respondent's current or possible future job.

Average effective retirement age

Construction: Average age at which active persons (men and women) definitely withdraw from the labour market. Gender break-down possible.

Data Source: EUROSTAT, based on the EU Labour Force Survey, covering the entire population living in private households. The definitions used follow the guidelines of the International Labour Office.

Comment: The available data are based on a probability model considering the relative changes of activity rates from one year to another at a specific age. The activity rate reflects the labour force (employed and unemployed population) as a percentage of the total population for a given age.⁸

⁸ The model used by EUROSTAT largely follows the methodology developed at the OECD, cf. Peter Scherer (2002): Age of Withdrawal from the Labour Force in OECD Countries, *Labour Market and Social Policy Occasional Papers*, No. 49, Paris: OECD. For a previous study on this subject, see Denis Latulippe (1996):

Old age pension coverage ratio I: current pensioners

Construction: Proportion of the population aged 65 and older who receive an old-age pension. Gender break-down possible.

Data Source: EUROSTAT, in the future also ILO Social Security Inquiry, household surveys.

Comment: Definition of “old age pension” should be wide in order to take account of different institutional settings in each country.

Old age pension coverage ratio II: future pensioners

Construction: Proportion of the working-age population who are covered by pension schemes and will have access to an old-age pension when retired. Gender break-down possible.

Data Source: Household or labour force surveys in some countries.

Comment: Definition of “old age pension” should be wide in order to take account of different institutional settings in each country.

Poverty rate of older persons compared to overall poverty rate

Construction: Relative poverty rates among older persons compared to overall poverty rate in each country. Gender break-down possible as well as further break-down by age.

Data Source: Household survey data (e.g. Luxembourg Income Study, EU-SILC), national studies.

Comment: Recognizing that outcome indicators are least sensitive to the effects of different institutional settings, this indicator reflects the relative extent of economic deprivation of older persons. Critical is the choice of the poverty line. Especially for countries with flat-rate pension schemes, a small shift in the poverty line might imply stark differences in measured poverty rates. Ideally, the indicator should thus operate with several poverty lines (e.g. 40%, 50% and 60% of median income adjusted for household size).

Relative income position of older persons

Construction: Median/average income of older persons compared to the median/average income of the total population. Gender break-down possible as well as further break-down by age.

Data Source: Household survey data (e.g. Luxembourg Income Study, EU-SILC), national studies.

Comment: Together with other welfare indicators proposed in the paper by Förster et al., this indicator reflects the relative income position of older persons to the total population in each country and may thus be considered as a crude measure of intergenerational justice.

ANNEX

This Annex presents data for some of the indicators mentioned above. The data included in this Annex were collected in the context of a forthcoming ILO report on Europe and thus unfortunately do not include evidence on Canada and the United States. Comparable evidence on the missing countries can be added at a later stage.

Table 1: Rate of demographic ageing (population aged 60 or over and aged 80 and over as a percentage of total population)

	1950	1960	1970	1980	1990	2000	2010	2020	2030	2040	2050
Population aged 60 and over											
EU 15 + Iceland, Switzerland, Norway	13.9	15.5	17.6	17.9	20.1	21.7	24.3	27.7	32.2	34.1	34.5
New EU member States	10.3	11.4	14.8	14.6	16.1	17.6	20.2	25.4	28.1	32.6	35.6
South Eastern Europe & Mediterranean	8.2	8.6	10.2	9.9	11.1	12.7	13.4	16.0	19.3	23.6	27.4
Commonwealth of Independent States	10.0	9.7	11.7	12.6	14.6	16.5	16.3	20.4	23.7	26.8	31.8
Population aged 80 and over											
EU 15 + Iceland, Switzerland, Norway	1.2	1.5	1.9	2.5	3.4	3.6	4.8	5.8	6.9	8.5	10.6
New EU member States	0.9	1.0	1.2	1.7	2.2	2.1	3.4	4.0	5.3	7.5	7.7
South Eastern Europe & Mediterranean	0.6	0.6	0.8	1.0	1.2	1.2	1.8	2.2	2.6	3.7	4.8
Commonwealth of Independent States	1.0	1.0	1.2	1.4	1.8	1.8	2.7	3.4	3.3	5.4	6.1

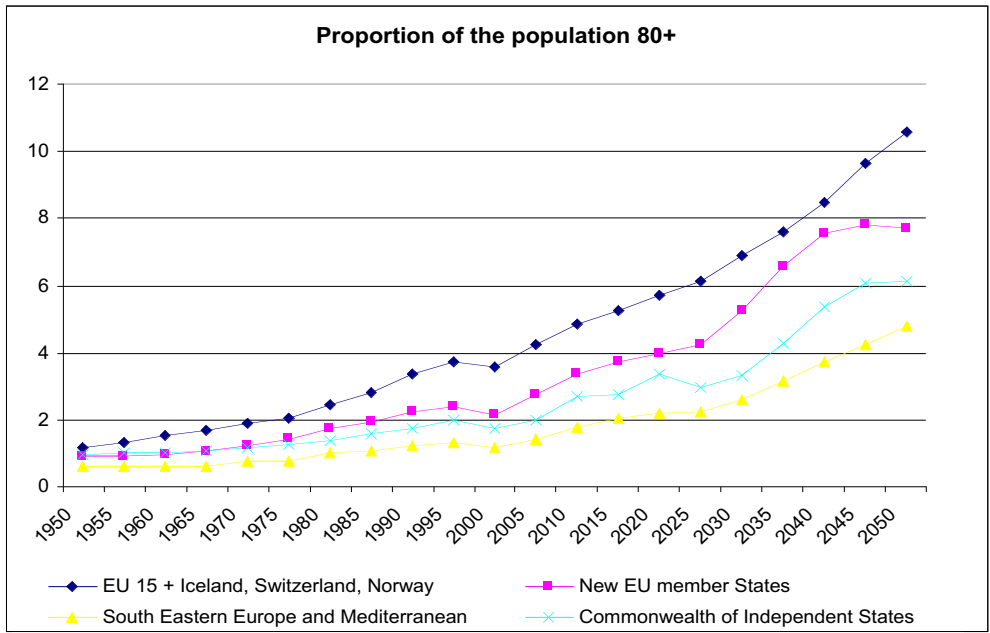
Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections.

Table 2: Velocity of ageing: increase of population share of people above age 60 and 80 (per cent) 1950-200 and 2000-2050

	60+		80+	
	1950-2000	2000-2050	1950-2000	2000-2050
EU 15 + Iceland, Switzerland, Norway	56.16	58.76	202	196
New EU member States	70.97	102.47	137	261
South Eastern Europe & Mediterranean	54.72	115.97	98	306
Commonwealth of Independent States	65.41	93.11	76	251

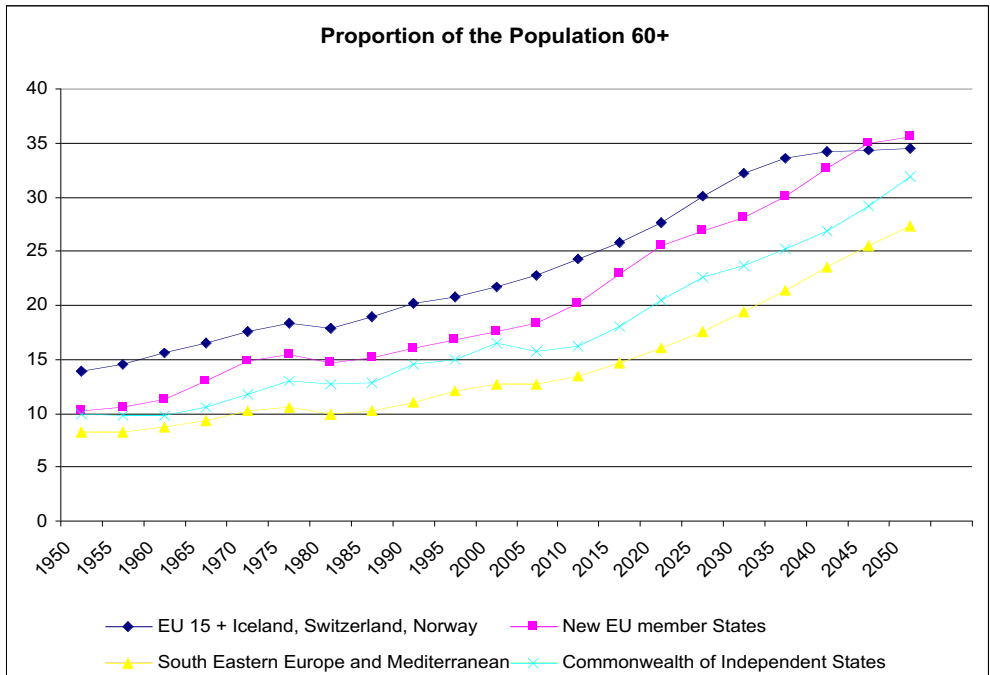
Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections

Figure 1



Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections

Figure 2



Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections

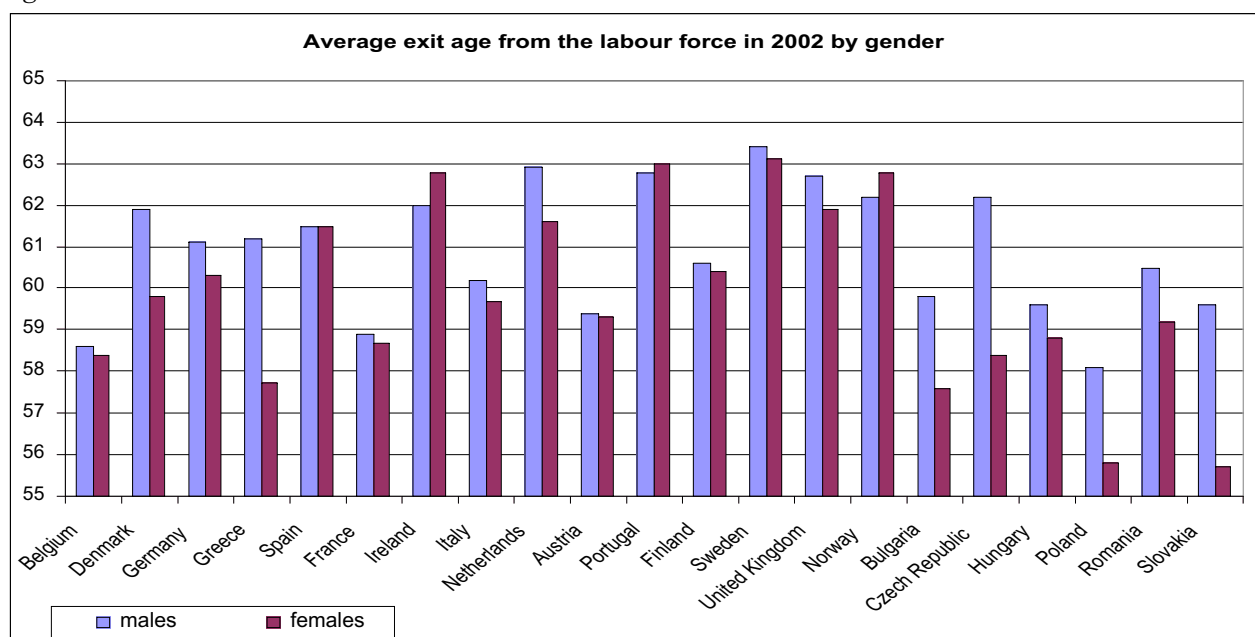
Table 3: Life expectancy at age 60 and average exit age from the labour force

	Life expectancy at 60, 2002		Average exit age, 2002 (men & women)
	men	women	
EU-15			
Belgium	19.6	23.9	58.5
Denmark	19.1	22.4	60.9
Germany	19.8 a	23.9 a	60.7
Greece	20.1 b	23.1 b	59.4 a
Spain	20.3 c	24.9 c	61.5
France	20.6 a	25.7 a	58.8
Ireland	19.2	22.9	62.4
Italy	20.4 c	24.8 c	59.9
Luxembourg	19.6	24.2	59.3
Netherlands	19.5	23.5	62.2
Austria	20.2	24.1	59.3
Portugal	19.4	23.3	62.9
Finland	19.5	24	60.5
Sweden	20.9	24.3	63.2
United Kingdom	19.4c	23 c	62.3
Czech Republic	17.3	21.5	60.2
Estonia	15.4	21.3	61.6
Cyprus	19.5 d	22.7 d	61.4
Latvia	15.2	20.8	62.4 a
Lithuania	16.1	21.7	58.9 a
Hungary	16.1	20.9	59.2
Poland	17.1	22	56.9
Slovenia	18	23.1	61.5 a
Slovakia	16.4	21	57.5
Bulgaria	16.1	19.7	58.6
Romania	16.1	19.7	59.8 a
Norway	20.2	24	62.5

Note: (a) data for 2001 b) data for 1999 c) data for 2000 d) data for 1997

Source: EUROSTAT database

Figure 3



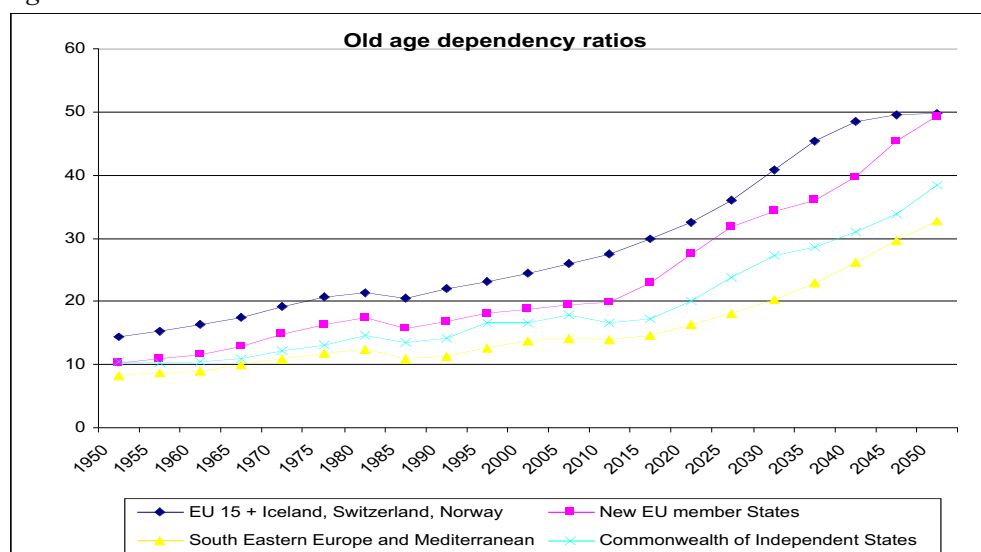
Source: EUROSTAT database

Table 4: Old age dependency ratios (number of people aged 65 and older as a % of people aged 15-64)

	1950	1960	1970	1980	1990	2000	2010	2020	2030	2040	2050
EU 15 + Iceland, Switzerland, Norway	14.3	16.3	19.3	21.5	22.0	24.4	27.4	32.5	40.8	48.4	49.8
New EU member States	10.3	11.5	14.9	17.5	16.9	18.8	19.9	27.5	34.2	39.7	49.2
South Eastern Europe and Mediterranean	8.4	8.9	10.9	12.5	11.4	13.7	13.9	16.3	20.2	26.1	32.7
Commonwealth of Independent States	10.4	10.5	12.1	14.6	14.2	16.5	16.5	20.0	27.2	30.9	38.4

Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections

Figure 4



Source : UN World Population Prospects, 2002 Revision, own calculations. Medium variant projections

Table 5: Total employment rate (aged 15-64) and employment rate of older workers (55-64)

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Belgium											
Total employment rate	56.3	55.8	55.7	56.1	56.2	56.8	57.4	59.3	60.5	59.9	59.9
Older workers employment rate	22.2	21.9	22.5	22.9	21.9	22.1	22.9	24.6	26.3	25.1	26.6
<i>Women</i>	11.4	12	12.8	12.9	12.4	12.9	14	15.7	16.6	15.5	17.5
<i>Men</i>	33.6	32.4	32.7	33.5	31.8	31.7	32.1	33.8	36.4	35.1	36
Denmark											
Total employment rate	73.7	72.1	72.3	73.4	73.8	74.9	75.1	76	76.3	76.2	75.9
Older workers employment rate	53	52	50.9	49.8	49.1	51.7	52	54.5	55.7	58	57.9
<i>Women</i>	42.5	41.4	38.9	35.9	37.1	40.3	42	45.8	46.6	49.7	50.4
<i>Men</i>	63.9	63	62.8	64.7	61.7	62.7	61.3	62.6	64.1	65.5	64.5
Germany											
Total employment rate	66.4	65.1	64.7	64.6	64.1	63.7	63.9	65.2	65.6	65.8	65.3
Older workers employment rate	36.2	35.8	36.6	37.7	37.9	38.1	37.7	37.8	37.6	37.9	38.6
<i>Women</i>	23.5	24	25.2	27.1	28.2	28.7	28.3	28.8	29	29.4	30.1
<i>Men</i>	49.4	47.8	48.1	48.5	47.8	47.5	47.2	46.8	46.4	46.5	47.1
Greece											
Total employment rate	53.7	53.7	54.2	54.7	55	55.1	55.5	55.3	55.7	55.4	56.7
Older workers employment rate	39.8	39.5	40.1	41	41.2	41	39	39.1	38.6	38	39.7
<i>Women</i>	22	22.3	23	24.1	24.3	24.6	23.4	24	23.9	22.5	24.4
<i>Men</i>	58.8	57.9	58.9	59.6	59.8	59.1	55.8	55.4	54.9	55	56
Spain											
Total employment rate	49	46.6	46.1	46.9	47.9	49.4	51.2	53.7	56.2	57.7	58.4
Older workers employment rate	36	34.5	32.6	32.3	33.2	34.1	35.1	35	37	39.2	39.7
<i>Women</i>	18.6	18.3	17.5	17.5	17.6	18.2	18.8	18.8	20.1	21.8	22

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
<i>Men</i>	55	51.9	49.1	48.4	50	51.3	52.6	52.3	55.2	57.9	58.6
France											
Total employment rate	59.9	59.3	59.1	59.5	59.5	59.6	60.2	60.9	62.1	62.8	63
Older workers employment rate	29.8	29.7	29.6	29.6	29.4	29	28.3	28.8	29.9	31.9	34.8
<i>Women</i>	24.4	24.6	25.2	25.6	25.5	25	24.4	25.4	26.3	27.8	30.6
<i>Men</i>	35.7	35.1	34.3	33.8	33.6	33.2	32.5	32.3	33.6	36.2	39.3
Ireland											
Total employment rate	51.1	51.7	53	54.4	55.4	57.5	60.6	63.3	65.1	65.7	65.3
Older workers employment rate	37.9	38.4	38.8	39.2	39.7	40.4	41.7	43.7	45.3	46.8	48.1
<i>Women</i>	16.5	17.7	18.2	18.6	20.2	21.6	23.1	25.5	27.2	28.8	30.8
<i>Men</i>	59.5	59.4	59.5	59.7	59	58.8	60.1	61.7	63.3	64.7	65.1
Italy											
Total employment rate	:	52.3	51.4	51	51.2	51.3	52	52.7	53.7	54.8	55.5
Older workers employment rate	:	30.2	29.3	28.4	28.6	27.9	27.7	27.6	27.7	28	28.9
<i>Women</i>	:	14.1	13.7	13.5	14.5	14.8	15	15	15.3	16.2	17.3
<i>Men</i>	:	48	46.3	44.6	43.9	42	41.4	41.2	40.9	40.4	41.3
Luxembourg											
Total employment rate	61.4	60.8	59.9	58.7	59.2	59.9	60.5	61.7	62.7	63.1	63.7
Older workers employment rate	24.9	25.4	23.5	23.7	22.9	23.9	25.1	26.4	26.7	25.6	28.3
<i>Women</i>	15	14.2	13.3	12.6	10.8	12.9	15.5	17.2	16.4	15.2	18.6
<i>Men</i>	35.1	37	34.1	35.1	35.5	35.4	35.2	35.8	37.2	35.9	37.9
Netherlands											
Total employment rate	64	63.6	64	64.7	66.3	68.5	70.2	71.7	72.9	74.1	74.4
Older workers employment rate	28.7	28.8	29.1	28.9	30.5	32	33.9	36.4	38.2	39.6	42.3
<i>Women</i>	16.2	17	17.7	18.3	19.7	19.9	20.3	23.1	26.1	28	29.9
<i>Men</i>	41.7	40.9	40.7	39.7	41.4	44.3	47.5	49.6	50.2	51.1	54.6
Austria											
Total employment rate	:	:	68.5	68.8	67.8	67.8	67.9	68.6	68.5	68.5	69.3
Older workers employment rate	:	:	27.2	29.7	29.1	28.3	28.4	29.7	28.8	28.9	30
<i>Women</i>	:	:	17.2	18.2	17.3	17	17.1	17.6	17.2	18.4	20.9
<i>Men</i>	:	:	38.4	42.2	41.6	40.3	40.5	42.6	41.2	40.1	39.8
Portugal											
Total employment rate	66	64.6	63.9	63.5	64.1	65.7	66.9	67.5	68.4	68.7	68.2
Older workers employment rate	47.8	45.4	46.5	45.8	47.1	48.2	50	50.3	50.7	50.1	50.9
<i>Women</i>	34.7	31.9	32.8	32.4	34	35.8	38.3	40.6	40.7	40.2	41.9
<i>Men</i>	63.9	61.9	63	61	62.5	63	63.4	61.3	62.1	61.3	61.2
Finland											
Total employment rate	65.1	61	60.3	61.6	62.4	63.3	64.6	66.4	67.2	68.1	68.1
Older workers employment rate	37	34.8	33.2	34.4	35.4	35.6	36.2	39	41.6	45.7	47.8
<i>Women</i>	34.9	33	31.5	33.4	33.3	33.3	34.1	38	40.4	45	47.2
<i>Men</i>	39.5	37	35.2	35.6	37.8	38.1	38.4	40.1	42.9	46.6	48.5
Sweden											
Total employment rate	75.9	71.3	70.2	70.9	70.3	69.5	70.3	71.7	73	74	73.6
Older workers employment rate	67.3	63.4	62	62	63.4	62.6	63	63.9	64.9	66.7	68

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Total employment rate	:	:	:	:	:	:	:	:	54.2	54.3	54.5
Older workers employment rate	:	:	:	:	:	:	:	:	28.5	29.4	30.3
<i>Women</i>	:	:	:	:	:	:	:	:	8.4	10.2	11.8
<i>Men</i>	:	:	:	:	:	:	:	:	50.8	50.4	50.4
Poland											
Total employment rate	:	:	:	:	:	58.9	59	57.6	55	53.4	51.5
Older workers employment rate	:	:	:	:	:	33.9	32.1	31.9	28.4	27.4	26.1
<i>Women</i>	:	:	:	:	:	26.1	24.1	24.5	21.4	20.4	18.9
<i>Men</i>	:	:	:	:	:	43.1	41.5	40.6	36.7	35.6	34.5
Slovenia											
Total employment rate	:	:	:	:	61.6	62.6	62.9	62.2	62.8	63.8	63.4
Older workers employment rate	:	:	:	:	19.1	21.8	23.9	22	22.7	25.5	24.5
<i>Women</i>	:	:	:	:	11.5	14.6	16.1	13.4	13.8	15.8	14.2
<i>Men</i>	:	:	:	:	27.6	29.4	31.8	31.1	32.3	35.9	35.4
Slovakia											
Total employment rate	:	:	:	:	:	:	60.6	58.1	56.8	56.8	56.8
Older workers employment rate	:	:	:	:	:	:	22.8	22.3	21.3	22.4	22.8
<i>Women</i>	:	:	:	:	:	:	9.4	10.3	9.8	9.8	9.5
<i>Men</i>	:	:	:	:	:	:	39.1	36.8	35.4	37.7	39.1
South Eastern Europe & Mediterranean											
Romania											
Total employment rate	:	:	:	:	:	65.4	64.2	63.2	63	62.4	57.6
Older workers employment rate	:	:	:	:	:	52.1	51.5	49.6	49.5	48.2	37.3
<i>Women</i>	:	:	:	:	:	44.6	44.5	43.3	43.8	42.9	32.6
<i>Men</i>	:	:	:	:	:	60.7	59.5	56.9	56	54.3	42.7
Turkey											
Total employment rate	:	:	:	:	:	:	:	:	48.2	47.1	45.6
Older workers employment rate	:	:	:	:	:	:	:	:	35.3	34.7	33.8
<i>Women</i>	:	:	:	:	:	:	:	:	19.9	20.2	21
<i>Men</i>	:	:	:	:	:	:	:	:	51.4	49.9	47.3

Source : EUROSTAT database

Table 6: Participation rates by age and sex

EU Member States							
		1989			2002		
		15-24	25-49	50-64	15-24	25-49	50-64
Austria	Both sexes	63.58	79.51	41.14	55.29	87.48	48.33
	male	66.09	95.09	57.50	60.64	94.36	59.13
	female	60.95	63.92	26.35	49.71	80.42	37.83
Denmark	Both sexes	77.33	91.59	64.43	72.24	88.52	68.34
	male	81.31	95.05	76	75.02	92.5	73.77
	female	73.14	87.96	53.4	69.4	84.56	62.5
Finland	Both sexes	59.30	90.85	56.90	53	88.56	65.73
	male	63.8	94.12	59.46	54.8	91.86	66.60

EU Member States							
		1989			2002		
		15-24	25-49	50-64	15-24	25-49	50-64
	female	54.63	87.43	54.54	51.1	85.4	64.86
Germany	Both sexes	61.8	79.97	53.82	50.76	86.5	56.7
	male	64.42	94.53	72.10	54.45	93.8	65.78
	female	59.1	64.76	36.36	47	78.95	47.7
Spain	Both sexes	52 ^a	71.1	45.62	47.01 ^a	80.1	51.1
	male	55 ^a	94.57	70.77	52.41 ^a	92.76	71.7
	female	48.8 ^a	48	22.34	41.36 ^a	67.02	31.45
Sweden	Both sexes	69.29	93.4	76.72	50.86	87.08	76.67
	male	69.34	95.34	81.18	50.63	89.33	79.07
	female	69.04	91.41	72.35	50.99	84.79	74.35
Commonwealth of Independent States							
Belarus	Both sexes	54	96.37	60.3	44.74 ¹	88.88 ¹	47.57 ¹
	male	54.11	97.4	75.74	48.42 ¹	89.35 ¹	60.37 ¹
	female	53.89	95.35	48.48	40.92 ¹	88.61 ¹	37.36 ¹
Russia	Both sexes	53.79	95.44	57.54	41.89 ¹	87.68 ¹	48.82 ¹
	male	55.73	97.08	71.67	46.98 ¹	90.49 ¹	59.39 ¹
	female	51.77	93.82	46.75	36.66 ¹	84.90 ¹	40.53 ¹
Ukraine	Both sexes	na	95.13	55.33	39.60	85.73	48.22
	male	na	96.97	69.23	42.87	88.17	57.41
	female	na	93.38	44.56	36.24	83.38	41.14
Kazakhstan	Both sexes	53.84	93.91	55.75	51.1	92.45	65.5
	male	57.85	97.66	72.89	54.20	95.57	75.58
	female	49.66	90.25	41.75	47.81	89.54	57.28
New EU member states							
Latvia	Both sexes	56.26	95.78	67.7	39.01	86.02	59.61
	male	57.23	97.24	63.55	44.23	89.96	67.4
	female	55.22	94.4	37.51	33.66	82.29	53.58
Lithuania	Both sexes	49.98	94.10	62.25	37.49 ²	89.1 ²	59.15 ²
	male	53.05	96.78	76.78	43.25 ²	90.39 ²	67.98 ²
	female	46.71	91.52	51.16	31.56 ²	87.81 ²	52.19 ²
Cyprus	Both sexes	62.41	80.41	63.26	39.847	85.95	61.07
	male	75.23	98.06	91.07	40.94	95.7	78
	female	49.04	62.58	38.18	38.64	77.09	44.74
Hungary	Both sexes	51.53 ³	86.043 ³	35.98 ³	33.21	78.64	42.93
	male	58.16 ³	92.53 ³	49.23 ³	37.03	86.81	50.96
	female	44.58 ³	79.60 ³	24.86 ³	29.24	70.61	36.14
Slovenia	Both sexes	48.53 ⁴	89.62 ⁴	39.49 ⁴	36.84	91.48	44.57
	male	50.16 ⁴	91.42 ⁴	53.8 ⁴	40.27	93.3	55.5
	female	46.87 ⁴	87.76 ⁴	26.76 ⁴	32.85	89.87	33.52
Poland	Both sexes	44.34 ⁵	86.68 ⁵	60.6 ⁵	35.64	85.17	46.6
	male	49.14 ⁵	94.40 ⁵	70.35 ⁵	39.06	90.89	54.43
	female	39.31 ⁵	78.92 ⁵	52.12 ⁵	32.2	79.42	39.51
Estonia	Both sexes	53.31	95.861	68.29	33.79	85.66	65.89

EU Member States							
		1989			2002		
		15-24	25-49	50-64	15-24	25-49	50-64
	male	55.33	97.26	78.051	39.59	90.83	71.8
	female	51.12	94.52	60.772	27.86	80.77	61.2
South Eastern Europe and Mediterranean							
Turkey	Both sexes	56.25	67.88	52.27	39.9	61.24	39.18
	male	70.91	96.76	70.83	52.1	90.91	56.14
	female	43.21	38.64	33.62	28.13	30.46	22.63
Israel	Both sexes	31.72	72.69 ^b	49.19 ^c	31.2	76.1 ^b	52.6 ^c
	male	32.81	86.71 ^b	72.82 ^c	29.72	83.14 ^b	65.85 ^c
	female	30.57	58.86 ^b	29 ^c	32.73	69.25 ^b	40.69 ^c
Croatia	Both sexes	45.24 ⁴	86.38 ⁴	40.28 ⁴	42.14 ⁶	84.65 ⁶	40.54 ⁶
	male	49.33 ⁴	94.84 ⁴	57.58 ⁴	44.82 ⁶	90.77 ⁶	54.71 ⁶
	female	40.98 ⁴	77.81 ⁴	25.15 ⁴	39.33 ⁶	78.5 ⁶	27.6 ⁶
Macedonia	Both sexes	44.74 ⁴	80.47 ⁴	39.18 ⁴	35.62	78.27	44.02
	male	50.23 ⁴	90.58 ⁴	59.11 ⁴	42.13	90.85	60.63
	female	38.88 ⁴	69.78 ⁴	20.27 ⁴	28.32	65.39	28.23
Bulgaria	Both sexes	47.13 ⁷	93.75 ⁷	39.56 ⁷	30.56	82.38	48.85
	male	44.03 ⁷	93.95 ⁷	50.91 ⁷	32.7	84.59	56.78
	female	50.36 ⁷	93.54 ⁷	28.99 ⁷	28.32	80.18	41.62

(a) age range 16-24 (b) age range 25-54 (c) age range 55-64 (1)1999, (2) 2000, (3) 1990, (4)1991 (5) 1988 (6) 2001
(7) 1992

Source: ILO Statistics.

Table 7: Definition of subregions

EU 15 + Iceland, Switzerland and Norway	South Eastern Europe & Mediterranean	Commonwealth of Independent States
Austria	Albania	Armenia
Belgium	Bosnia	Azerbaijan
Denmark	Bulgaria	Belarus
Finland	Croatia	Georgia
France	Romania	Kazakhstan
Germany	Macedonia	Kyrgyzstan
Greece	Serbia & Montenegro	Moldova
Ireland	Israel	Russia
Italy	Turkey	Tajikistan
Luxembourg		Turkmenistan
Netherlands		Uzbekistan
Portugal		Ukraine
Spain		
Sweden		
United Kingdom		
<i>Iceland</i>		
<i>Switzerland</i>		
<i>Norway</i>		
New EU member states (as of 1st May 2004)		
Czech Republic		
Estonia		
Hungary		
Latvia		
Lithuania		
Poland		
Slovakia		
Slovenia		
Cyprus		
Malta		

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