

# List of Indicators<sup>1</sup>

## *Labour Market and Labour Market Participation*

**Commitment 5:** "To Enable Labour Markets to Respond to the Economic and Social Consequences of Population Ageing"

Group	RIS Main Policy Objectives <sup>2</sup>	RIS Measures to be adopted	Subgroup	Definition	Type <sup>3</sup>	
LM01	"Raise the participation rates for all women and men" (par. 33, 40-41)	"Remove disincentives and barriers to work longer and the incentives to early retirement" (par. 40);	LM01a	i) Labour force participation rates of older workers (aged 55-64) compared with total population and other reference age groups (prime age: 25-54), over time; population pyramids for the most recent years available;	Core	
				ii) Employment rates for older workers (aged 55-64) compared with total population and other reference age groups (prime age: 25-54), over time; population pyramids for the most recent years available;	I	
				iii) Share of older workers in the total labour force (and in the employed population) and its growth rate over time (e.g. comparing decades);	I	
				iv) Life-time allocation of work vs. non work periods;	I	
				v) Number of years to be spent on old-age benefits;	I	
				vi) Median age of the labour force and of the employed population;	I	
			LM01b	Long-term unemployment rates for people aged 55-64 in comparison to the total population and other reference age groups (prime age: 25-45 or 25-54), over time;	I	
		LM01c	Ratio of unemployed to non-employed persons, by age groups: 55-64 in comparison to the total population and other reference age groups (prime age: 25-45 or 25-54), over time;	Core		
			"Improve care facilities in order to enhance the combination of work and family responsibilities" (par. 40);	LM01d	Time spent in paid vs. unpaid work activities, of which: volunteering vs. household production, by age groups, over time;	I / II
			"Promote the rehabilitation of workers with disability and their re-integration into the labour force" (par. 40);	LM01e	i) Disability rates by age groups;	I / II
	ii) Outflow rates from disability benefit recipient status to work, by age groups;	I / II				
	"Combat age discrimination in	LM01f	Wage ratios between age groups and occupational groups;	I / II		

<sup>1</sup> The suggested indicators should ideally be disaggregated by sex.

<sup>2</sup> The present classification of policy objectives follows the criteria adopted in the "Regional Implementation Strategy for the Madrid International Plan of Action on Ageing" (pages 12-13).

<sup>3</sup> I: Primary; II: Secondary.



		<i>recruitment and employment of older workers” (par. 32, 40);</i>	<b>LM01g</b>	i) Existence of age limits to the application of dismissal laws;	Core; merged with LM02j
				ii) Existence of age-related reasons to force people out of work;	
				iii) Existence of protection laws against forced retirement;	
			<b>LM01h</b>	Part time employment rates for older workers (55-64) compared to part time rates in the population and in other reference groups (prime age, e.g. 25-45 or 25-54);	II
<b>LM01i</b>	Employment and labour force participation rates of older workers (55-64) by regional breakdown and urban vs. rural areas distinctions;	II			
<b>LM01j</b>	Share of older workers (aged 55-64) on the total workforce at the firm level by firm size;	II			
<b>LM02</b>	<i>“Raise the average effective age at which people stop working and make retirement more flexible and gradual” (par. 34, 42)</i>	<i>“Social protection systems should not encourage early retirement, but offer incentives to stay in the labour market, (e.g. via flexible retirement formulas) and to withdraw gradually from the labour force”;</i> (par. 42)	<b>LM02a</b>	Average effective retirement age;	Core
			<b>LM02b</b>	Effective retirement age for 25% and 75% of the labour force;	Core
			<b>LM02c</b>	Average age of entry into employment (age of getting the 1 <sup>st</sup> job)	I
			<b>LM02d</b>	“Early retirement 1”: difference between the average effective retirement age and the statutory retirement age;	Core; Merge with LM02e
			<b>LM02e</b>	“Early retirement 2”: share of persons retiring before the statutory age as a % of the employed population;	Core; Merged with LM02d
			<b>LM02f</b>	“Late retirement ”: share of persons retiring at the age of 65 or above as % of the total population aged between 65-75;	I
			<b>LM02g</b>	Implicit tax on work (accrual of benefits if retirement is delayed after the first eligibility age);	I
			<b>LM02h</b>	The youngest eligibility ages for old age related benefits,	I
			<b>LM02i</b>	Share of non-employed disability benefit recipients at ages younger than the statutory retirement age and above age 40, as % of the population aged between 40 and 65 years, and as % of the retired population aged between 40 and 65 years;	I
			<b>LM02j</b>	i) Existence of flexible retirement corridors at the national level; ii) Spread (or “generosity”) of the retirement corridor;	Core; Merged with LM01g



<b>LM03</b>	<i>“Seek a significant reduction in rates of unemployment especially for older persons” (par. 38)</i>	<i>“Implement ALMP” (par.31, 38);</i>	<b>LM03a</b>	Share of older persons participating into ALMP as % of total ALMP participants and of the old-age population;	II
		<i>“Improve educational attainments and enhance an effective transition from education to work” (par.38);</i>	<b>LM03b</b>	Employment rates and labour force participation rates of older workers (55-64) by educational attainment;	II
		<i>“Reduce non wage labour costs” (par. 38);</i>	<b>LM03c</b>	Indicators of employment protection legislation;	II
		<i>“Ease barriers and administrative costs to new business start-ups” (par. 38);</i>	<b>LM03d</b>	Indicators of employment protection legislation;	II
<b>LM04</b>	<i>“Improve the employability of older workers” (par.32, 39)</i>	<i>“Promote vocational guidance and vocational training trough life-long learning” (par.39);</i>	<b>LM04a</b>	Share of older workers (55-64) involved in (re)training activities as % of both the population aged 55-64 and of the labour force aged 55-64;	II
		<i>“Improving working conditions” (par. 39);</i>	<b>LM04b</b>	Days of sickness or absence for older workers (55-64) vs. other reference groups (e.g. 25-54);	II
<b>LM05</b>	<i>“Special needs of ageing migrants should be taken into consideration (...) to facilitate their participation in the social, cultural and economic life of the countries of destination” (par. 36)</i>	-	<b>LM05a</b>	i) Employment and labour force participation rates of native born vs. foreign born: both in working age and after 65;	II
				ii) Actual retirement age of foreign born vs. native born;	II
				iii) Existence of residence rights for foreign born after retirement;	II
				iv) Average wage for foreign born vs. native born., overall and at retirement age;	II
<b>LM06</b>	<i>“Increase the awareness of the benefits of including older persons in the workforce and eliminating age barriers and discrimination in recruitment and employment of older workers” (par. 32)</i>	-	<b>LM06a</b>	i) Existence of national public campaign or awareness campaign for anti-discrimination of older workers;	II
				ii) Related expenditures;	II
				iii) Existence of any assessment measure of the effectiveness of the campaign;	II

