

TALENT INCUBATOR

"Right to Work and Access to the Labor Market"

A turnaround occurred at the end of the 1990s. The aging of the population and longer life spans, the cost of financing pensions, as well as the goal of achieving a 50% employment rate among the 55 -64

years, are all elements that led to a paradigm shift in the employment policies of seniors. The objective of maintaining and returning to employment of this public has been affirmed, and is now part of the

government's priorities. Most population projections point to continued aging in several

countries, where seniors are expected to account for almost a third of the population by 2040 (Eurostat, 2007). However, it is less certain that progress in health and disability also persists, at least not in such proportions (Robine et al., 2005). Even if the question of aging

must be put into perspective, taking into account the fact that age is a social construct (Bourdelaïs, 1993, Caradec, 2001), its consequences in terms of cost are undeniable, whether for retirement systems or health. However, the socio-professional category and the degree level appear to be among older people, as in other age groups, a factor influencing the rate of access to training. Age is nevertheless an aggravating factor, seniors expressing much less the need to train.

Several reasons are advanced to explain this situation. Seniors can estimate the investment in low-profit training given the poor career prospects offered to them, or the small number of career years left to them. They may also feel that their experience has allowed them to acquire enough skills and be reluctant to "go back to school". Finally, they can refrain a training need considering that they will

be refused because of their age. Also, the reinforcement of the access to the formation of the seniors requires to act on several levers:

adaptation of the formations (teaching methods based more on experience), the implementation of proactive policies within companies, and the implementation of public incentive policies. The

main proposals made between 1986 and 1993 were in fact organized around two axes: solvency of the elderly and the promotion of a better organization of the supply of services (Genesis, 1986-1996)

The employment of seniors: specific factors and incentive policies While in the countries of success, the employment of older workers has benefited from the favorable situation of the labor market, in most countries there are specific factors. We will first see general characteristics of the functioning of the labor market that can explain the greater or lesser difficulties in keeping older people in

employment: the evolution of wages with age, the development of lifelong learning, conditions and the working atmosphere. A salient feature of successful countries seems to be a relatively low level of

public pensions that encourages seniors to prolong their activity; we will see how recent pension system reforms have helped to lengthen the duration of activity. Successful countries also have early exit schemes that take into account the state of health and employment opportunities of older workers in a general context of long careers; we will see how these devices have been reformed in the recent period. Lastly, successful countries have set up strategies for extending the length of careers, which include tax systems (reduction of social security contributions for businesses and taxes for older workers), legal provisions, social security measures and social security measures. help for the work of the elderly (requalification, development of workstations) and especially social mobilization campaigns, aimed at businesses, workers in general and older workers.

Solutions

The creation of a business, provided that it responds to motivation on the part of the person, is an alternative return to employment for seniors. Temporary work is a flexible solution that can allow a return to employment or the exercise of a full-time or part-time activity in the context of the combination of employment and retirement. Temporary work permits to practice in all sectors of activity and in all the trades, nevertheless the offers in temporary concern mainly the sectors of the industry and the BTP, and the positions of low level of qualification.

Time-sharing allows missions for multiple companies (usually SMEs)

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