



Population ageing

■ Relatively young population

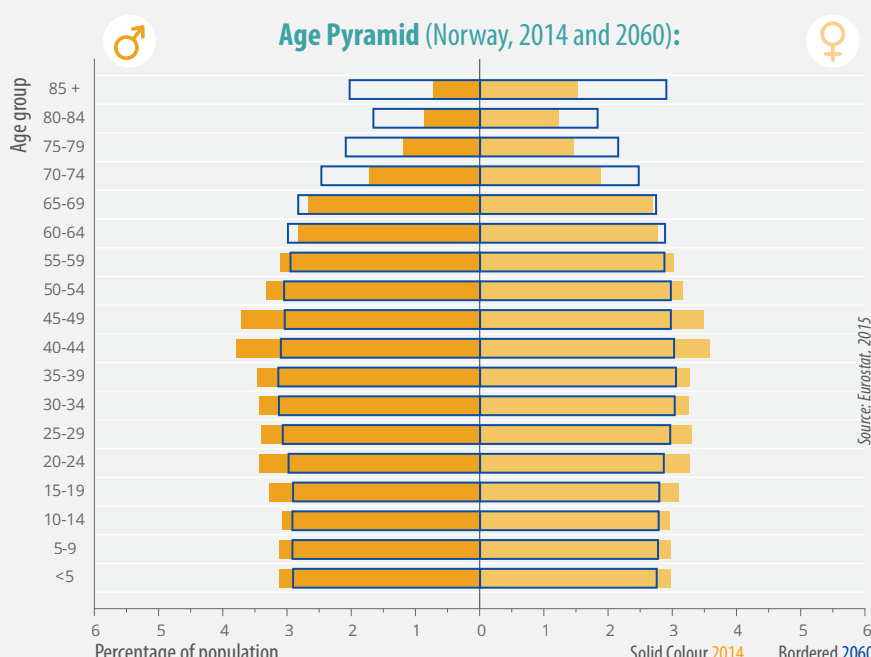


Median age:

39.1 years (2015)

(EU 28: 42.2)

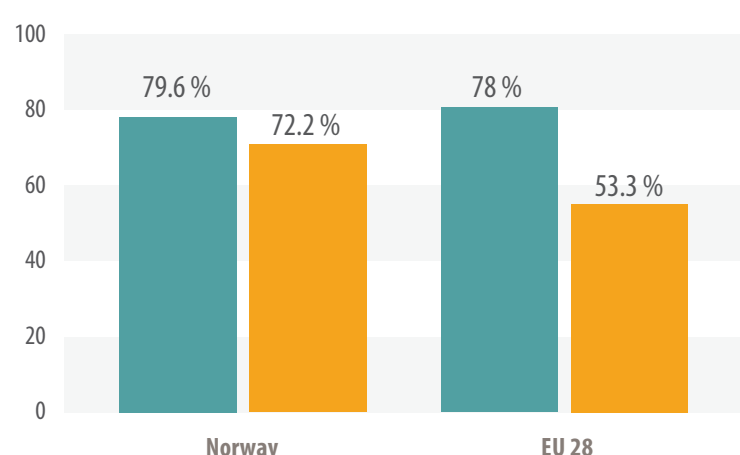
Source: Eurostat, 2015



Labour market participation

Employment rates by age group (2015)

■ 25-54 years ■ 55-64 years



Health

Life expectancy at age 65 (2014)

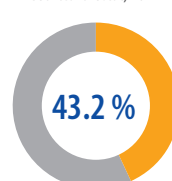
♀ **21.6** (EU 28: 21.6)
♂ **18.8** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

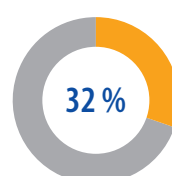
♀ **15.9** (EU 28: 8.6)
♂ **15.3** (EU 28: 8.6)

Source: Eurostat, 2014



of people aged 50-69 stopped working for health or disability reasons.

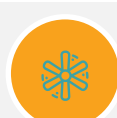
Source: Eurostat, 2014



Proportion of employed people reporting a long-standing illness or health problem (55-64)

(Eurostat, European Statistics of Income and Living Conditions, 2014)

Working conditions, ageing, and health



Workers who think their health is affected by work negatively (50+)

Norway: 28.30 %
EU: 26.87 %

(European Working Conditions Survey 2015)



Workers who think they will not be able to do the same job at 60

Norway: 9 %
EU: 21.69 %

(European Working Conditions Survey 2015)



Work-related health problems (from 55 to 64 years)

Norway: 14.60 %
EU: 11.3 %

(Eurostat 2013)



Enterprises having a procedure for return to work

Norway: 80.48 %
EU: 68.42 %

(European Survey of Enterprises on New and Emerging Risks (ESENER) 2014)



Share of establishments in which H&S are discussed regularly between workers and the management

Norway: 73.76 %
EU: 59.32 %

(European Survey of Enterprises on New and Emerging Risks, 2014)

OSH and related policies addressing the challenges associated with an ageing workforce

■ **White Paper on Joint Responsibility for a Good and Decent Working Life – Working conditions, working environment and safety, Government, 2011**

Policy guidelines:

- Reinforced participation and collaboration;
- Active implementation of the Inclusive Workplace Agreement (IA Agreement);
- Making large and medium-large employers more responsible for creating a sound working life;

- Targeting efforts at different sectors;
- Reinforcing public supervisory agencies;
- Improving knowledge about working-life issues;
- Working on specific health and safety environment challenges, such as night work and chemicals;
- Continuing to address social dumping.

■ **Inclusive Workplace Agreement (IA Agreement), concluded by employers, employees and the government, 2001**

Objectives (2014-2018):

- 20 % reduction in sick leave compared with the second quarter of 2001 – sick leave must not exceed 5.6 %.
- Prevent withdrawal and increase employment of people with impaired functional ability.
- Active employment after the age of 50 extended by 12 months.

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