

Ageing at work: Germany

OSH policies



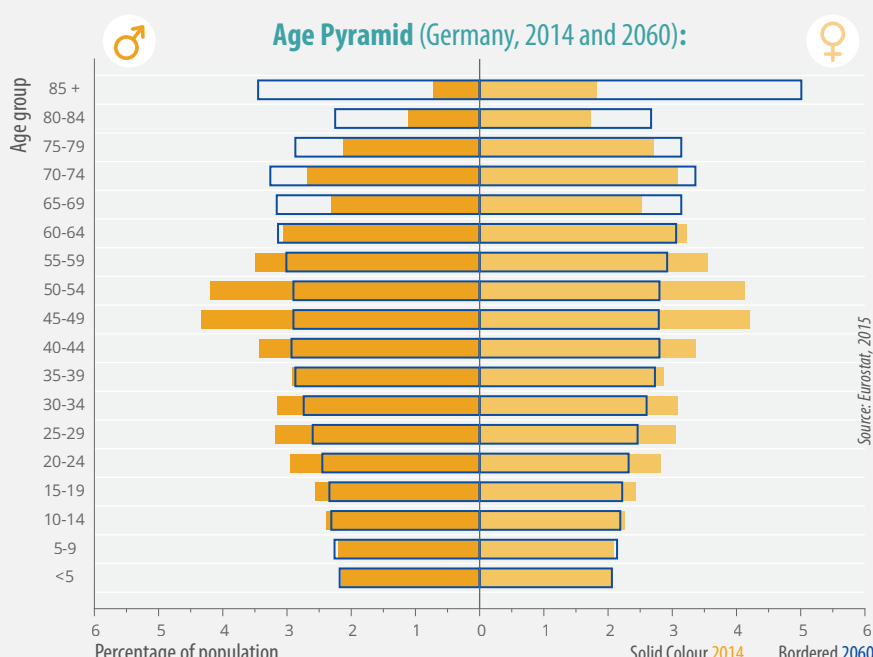
Population ageing

- Population is one of the oldest in the European Union.
- expected to age rapidly until 2040 and then stabilise for the next 20 years.



Median age:
45.9 years (2015)
(EU 28: 42.2)

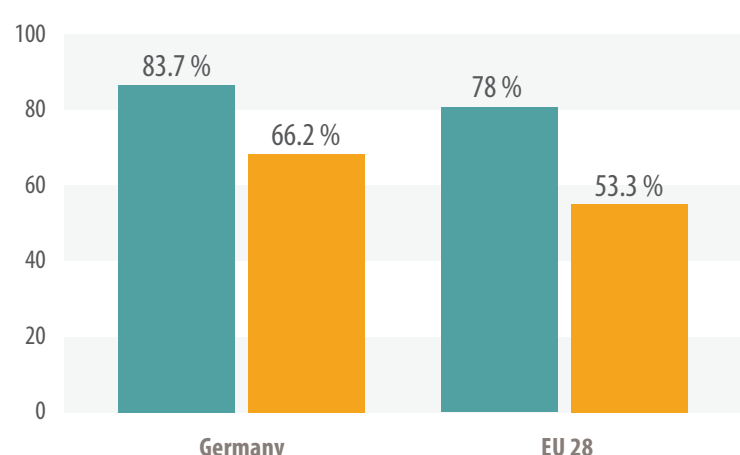
Source: Eurostat, 2015



Labour market participation

Employment rates by age group (2015)

■ 25-54 years ■ 55-64 years



Health

Life expectancy at age 65 (2014)

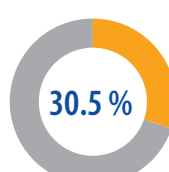
♀ **21.4** (EU 28: 21.6)
♂ **18.2** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

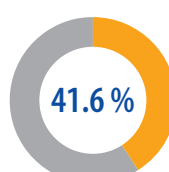
♀ **6.7** (EU 28: 8.6)
♂ **6.8** (EU 28: 8.6)

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+)

Germany: 22.89 %
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Germany: 17.46 %
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Germany: 11.9 %
EU: 11.3 %

(Eurostat 2013)



Share of persons who think that age discrimination is widespread

Germany: 35 %
EU: 45 %

(Eurobarometer 393, 2012)



Enterprises having a procedure for return to work

Germany: 86.69 %
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

Germany: 58.74 %
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

- Joint German Occupational Safety and Health Strategy (Gemeinsame Deutsche Arbeitsschutzstrategie, GDA):**

Aims to preserve, improve and promote the safety and health of workers at all ages.

From 2013 to 2018, the GDA focuses on:
(1) improvement in the organisation of company occupational safety and health,

(2) reduction in work-related health hazards and musculoskeletal disorders and
(3) protection and strengthening of health in the case of work-related mental load.

- Federal Government's demography strategy:**

Setting up measures to keep workers motivated, skilled and healthy, to maintain and encourage good health at work, to enhance skills and increase training, and to promote a culture of longer working lives.

<https://osha.europa.eu>