

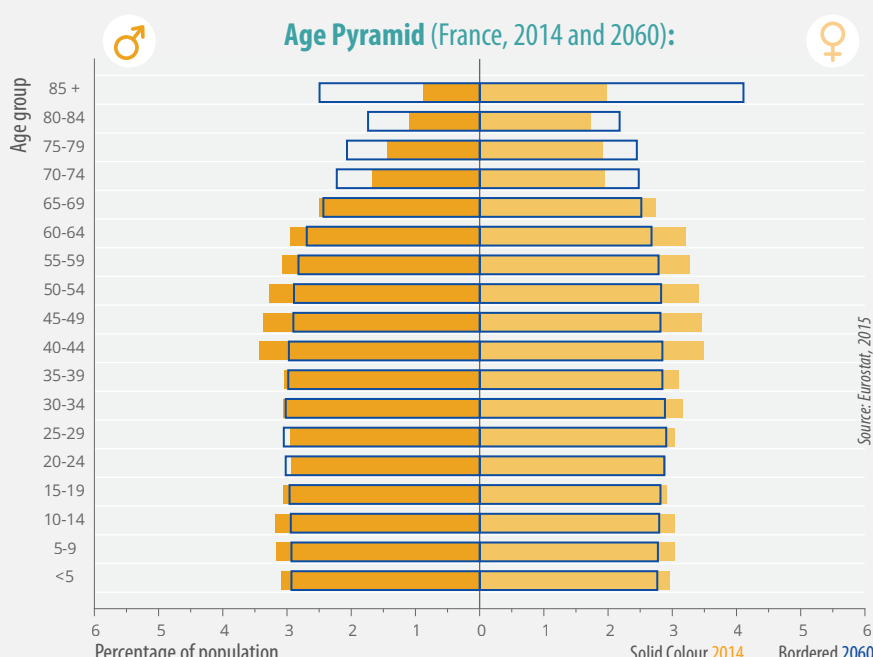
Population ageing

- France has a moderately old population
- This population is expected to age moderately from 2040



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

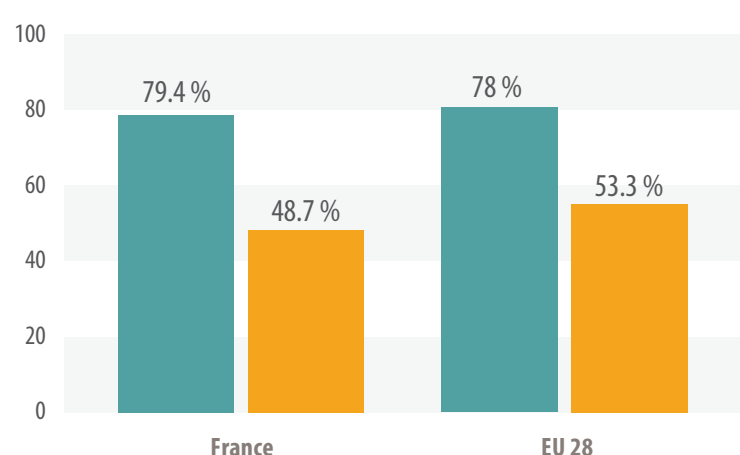
Source: Eurostat, 2015



Labour market participation

Employment rates by age group (2015)

■ 25-54 years ■ 55-64 years



Health

Life expectancy at age 65 (2014)

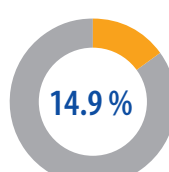
♀ **24** (EU 28: 21.6)
♂ **19.7** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

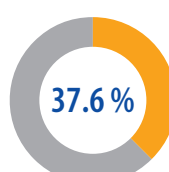
♀ **10.7** (EU 28: 8.6)
♂ **10.4** (EU 28: 8.6)

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+)

France: 33.67 %
EU: 26.87 %

(European Working Conditions Survey 2015)



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

France: 33.25 %
EU: 21.69 %

(European Working Conditions Survey 2015)



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

France: 13.60 %
EU: 11.3 %

(Eurostat 2013)



Share of persons who think that age discrimination is widespread

France: 56 %
EU: 45 %

(Eurobarometer 393, 2012)



Enterprises having a procedure for return to work

France: 61.92 %
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

France: 60.13 %
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

- The Workplace health plan for 2016–2020 (troisième Plan santé au travail – PST 3), Government, social partners, 2015

Two key objectives:

- Develop a risk prevention culture by:
 - continuing to work on a variety of 'classic' risks (e. g. falls and trips, chemical risks);
 - taking into account organisational risks (especially burnout or professional exhaustion syndrome);
 - anticipating emerging risks (e.g. carcinogens, endocrine disruptors, etc.)

- Improve quality of working life through mobilisation of all stakeholders in favour of prevention, so that companies consider working conditions a strategic priority.

Also emphasises the role of social dialogue in workplace health policies and encourages the conclusion of collective agreements at sector and corporate level.

- Pension reform 2014

For those working in difficult conditions, the pension system reform included a proposal for the creation of a 'saving account compensating for difficult working conditions' ('compte épargne pénibilité').

- Social Partners' Agreement on Quality of Life at Work, 2013

Combines various statutory negotiations regulating quality of working life into a single bargaining programme.

<https://osha.europa.eu>