

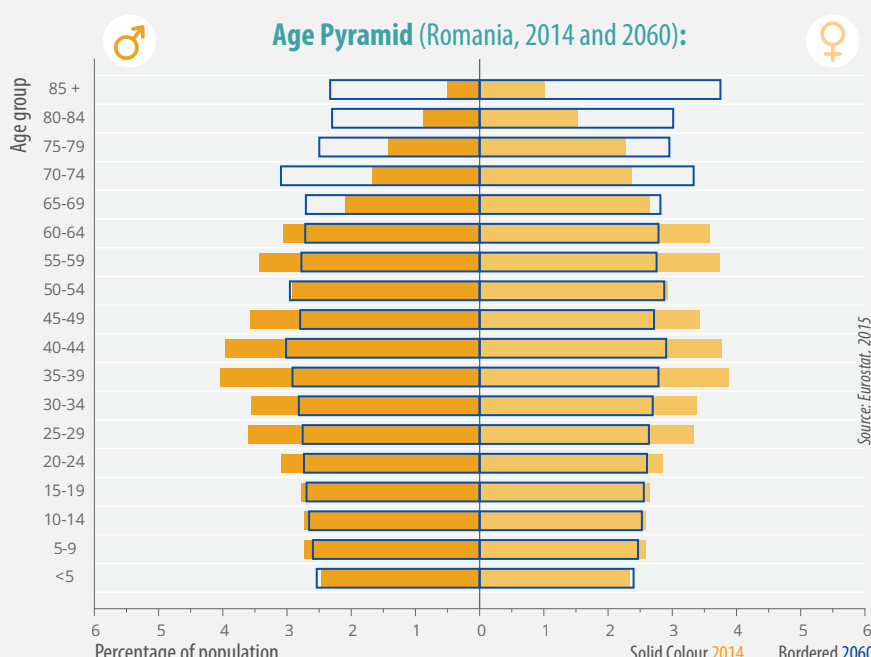
Population ageing

- The median age is below the EU average
- The proportion of older people is expected to grow until the 2040s and 2050s.



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

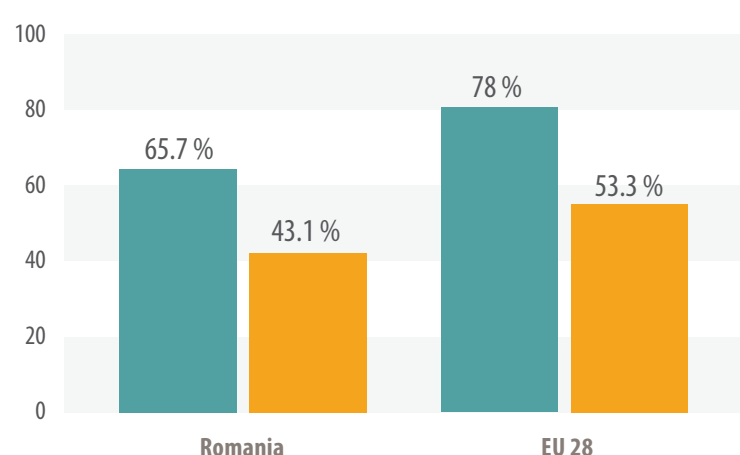
Source: Eurostat, 2015



Labour market participation

Employment rates by age group (2015)

■ 25-54 years ■ 55-64 years



Source: Eurostat, 2015

Health

Life expectancy at age 65 (2014)

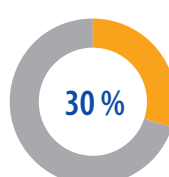
♀ **18.1** (EU 28: 21.6)
♂ **14.7** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

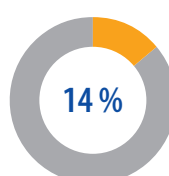
♀ **5.7** (EU 28: 8.6)
♂ **5.9** (EU 28: 8.6)

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+)

Romania: 20.92 %
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Romania: 25.25 %
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Romania: 3.70 %
EU: 11.3 %

(Eurostat 2013)



Share of persons who think that age discrimination is widespread

Romania: 48 %
EU: 45 %

(Eurobarometer 393, 2012)



Enterprises having a procedure for return to work

Romania: 58.85 %
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

Romania: 74.56 %
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

- National Strategy for Employment for 2013-2020 (and the related Action Plan), Government, 2013

Four concrete measures:

- employment schemes for older people (including subsidies/reduction of contributions paid by employers for a determined period);
- initiatives for the transfer of knowledge and expertise from older workers to young workers (mentorship, coaching programmes);

- ensuring older people have access to flexible forms of work organisation;
- encouraging the extension of an active life, including through fiscal actions.

- Monitoring of Workers' Health, Government Decision 355/2007

A medical check should be performed when a worker returns to work after an interruption of 90+ days, for medical reasons, and after an interruption of six months for any reason.

<https://osha.europa.eu>