

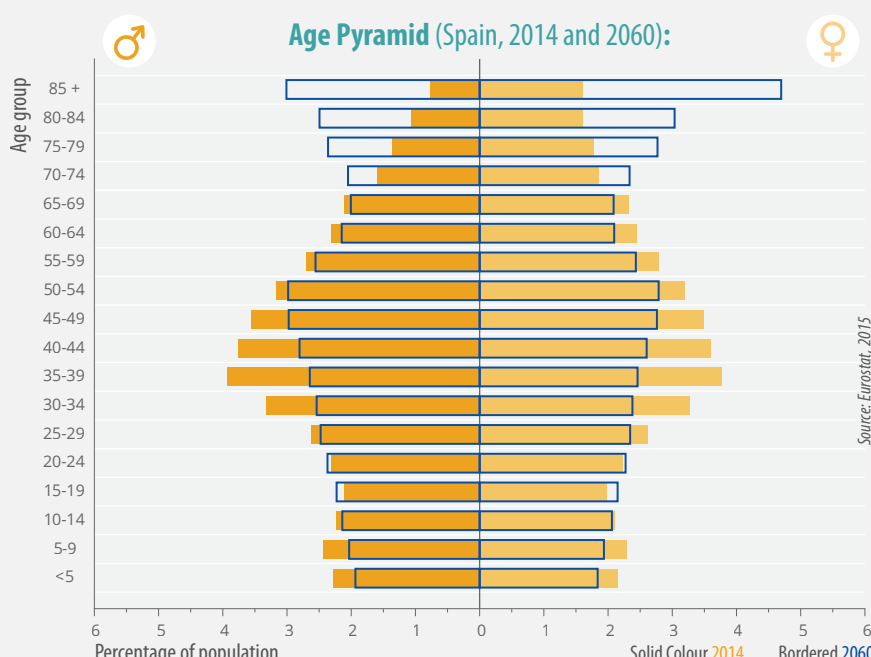
## Population ageing

- The median age is around the EU average
- The average of the Spanish population is expected to continue increasing, and the old-age dependency ratio will increase from 26 % in 2012 to 54 % in 2060



**Median age:**  
**42.3 years** (2015)  
(EU 28: 42.2)

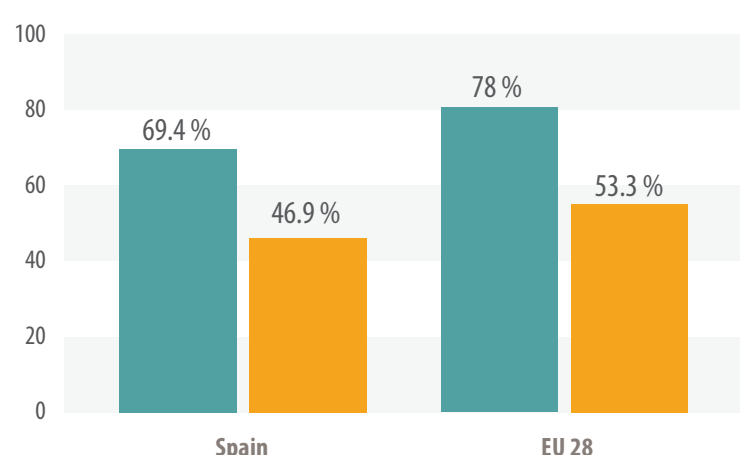
Source: Eurostat, 2015



## 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)**

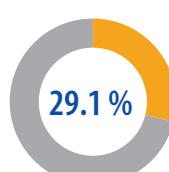
♀ **23.5** (EU 28: 21.6)  
♂ **19.3** (EU 28: 18.2)

Source: Eurostat, 2014

**Healthy life years at age 65 (2014)**

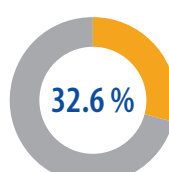
♀ **9.4** (EU 28: 8.6)  
♂ **10.1** (EU 28: 8.6)

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+)**

Spain: 40.37 %  
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Spain: 18.33 %  
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Spain: 7.60 %  
EU: 11.3 %

(Eurostat 2013)



**Share of persons who think that age discrimination is widespread**

Spain: 45 %  
EU: 45 %

(Eurobarometer 393, 2012)



**Enterprises having a procedure for return to work**

Spain: 55.28 %  
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**

Spain: 54.75 %  
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

- Spanish Strategy for Occupational Safety and Health 2015-2020, Government 2015

One objective is to encourage continuous improvement of working conditions for all workers equally, focusing in particular on the prevention of occupational diseases and work-related ill health.

- General Strategy for the Employment of Older Workers (Strategy 55+), economic and social agreement between the Ministry of Labour and social partners, 2012-2014

Four main objectives:

- improving access to employment for older workers and reducing their unemployment rate;
- keeping older workers part of the active population for longer;
- improving working conditions, focusing especially on OSH;
- promoting adequate reintegration after unemployment.

<https://osha.europa.eu>