

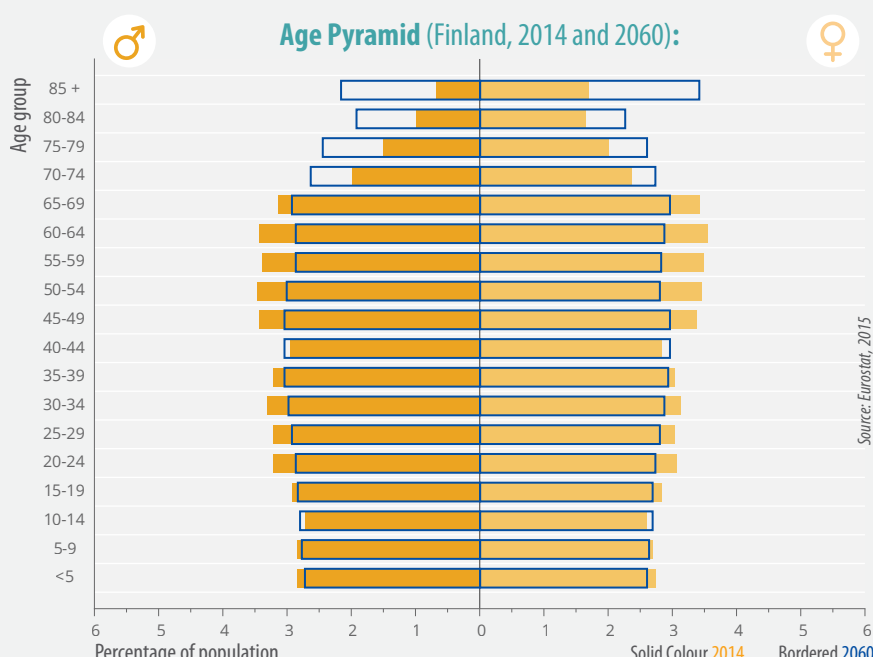
Population ageing

- Finland has a moderately old to older population,
- In 2013, its median age was about the same as the European average, and in 2020 it is projected to be lower than the EU average.
- The ageing challenge begun earlier in Finland than in most European Member States



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

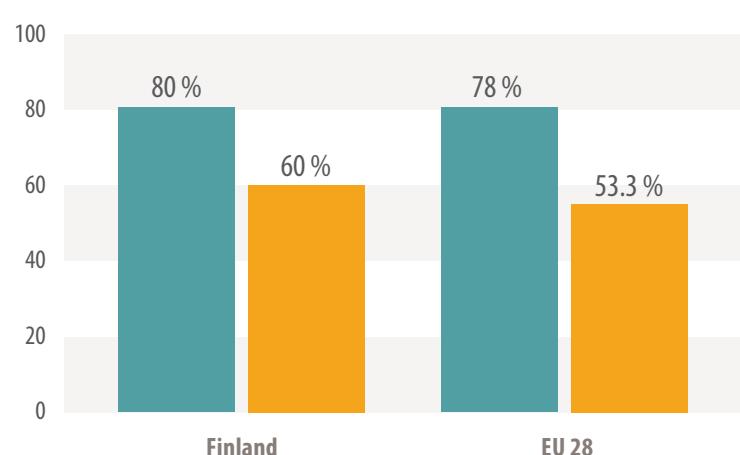
Source: Eurostat, 2015



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)

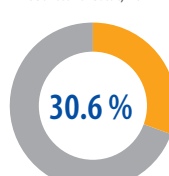
♀ **21.7** (EU 28: 21.6)
♂ **18.2** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

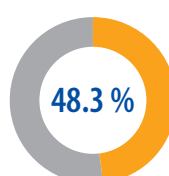
♀ **9.3** (EU 28: 8.6)
♂ **8.8** (EU 28: 8.6)

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+)

Finland: 21.15 %
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Finland: 24.37 %
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Finland: 33.30 %
EU: 11.3 %

(Eurostat 2013)



Share of persons who think that age discrimination is widespread

Finland: 42 %
EU: 45 %

(Eurobarometer 393, 2012)



Enterprises having a procedure for return to work

Finland: 90.41 %
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

Finland: 54.99 %
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

- A Socially Sustainable Finland for 2020** (Ministry for Social Affairs and Health)

Focuses on: including health and well-being in all decision-making, lengthening careers through increased workplace well-being, better balancing different aspects of life, and making social security funding more sustainable.

- Policies for the work environment and well-being at work until 2020** (Ministry of Social Affairs and Health, 2011)

Sets out the Strategy for Socially Sustainable Finland 2020 as regards occupational safety and health, in particular the work environment and well-being at work.

- National Working Life Development Strategy to 2020**

Focus areas include health and well-being at work and continuous competence development.

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