

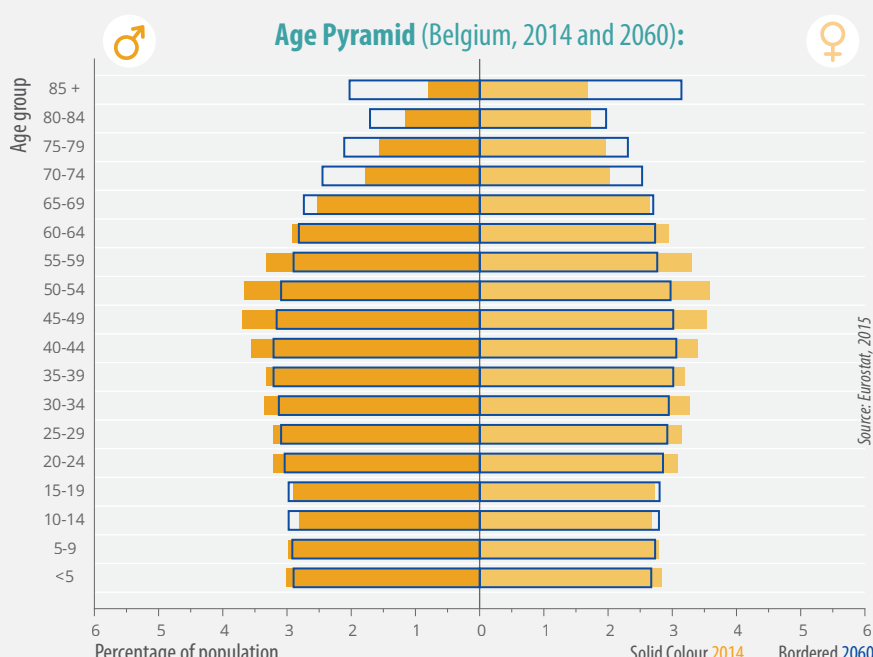
## Population ageing

- Largely due to migration, Belgium's population is projected to grow by about 10 % by 2050.
- A very moderate ageing pattern is expected from 2040



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

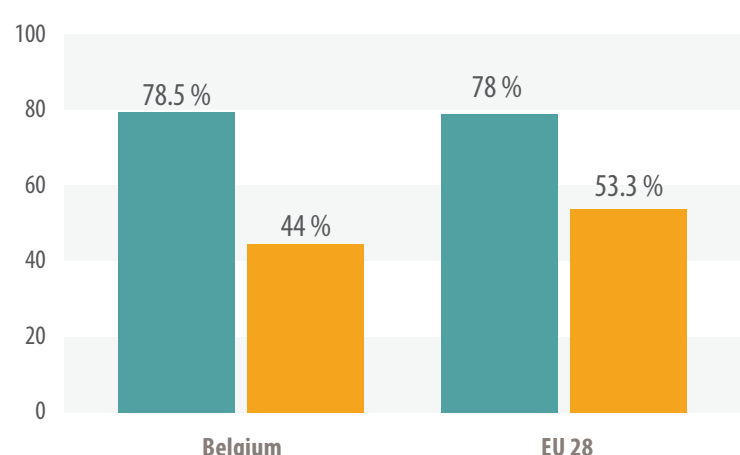
Source: Eurostat, 2015



## 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)**

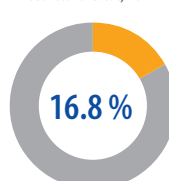
♀ **21.9** (EU 28: 21.6)  
♂ **18.4** (EU 28: 18.2)

Source: Eurostat, 2014

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

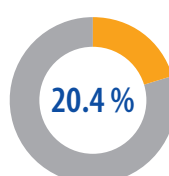
♀ **11** (EU 28: 8.6)  
♂ **11** (EU 28: 8.6)

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+)**

Belgium: 30.76 %  
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Belgium: 29.3 %  
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Belgium: 11.1 %  
EU: 11.3 %

(Eurostat 2013)



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

Belgium: 42 %  
EU: 45 %

(Eurobarometer 393, 2012)



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

Belgium: 59.89 %  
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**

Belgium: 59.41 %  
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

- **Generation Pact** (concluded by social partners and adopted as law in 2005) proposes measures for companies to keep older workers at work. Some focus on OSH or working conditions:

- Transfer to a less stressful work system for older workers who have been working night shifts for an extended period of time;
- Time credit for workers over 55;
- Transfer from hard physical work to lighter duties for workers above 50;
- Pension bonus.

- **Social partners' agreement (CCT) 104 on the implementation of an Action Plan for the Employment of older workers in the company (2012):**

Any company with more than 20 employees must have an employment plan to maintain or increase the number of workers aged 45 and older. The employer may choose from a (non-exhaustive) list of areas for action, included in the collective labour agreement:

- selection and recruitment of new employees;
- development of workforce competencies and skills;
- career development and career management within the company;

- work adaptations according to changing capabilities and competencies of workers through internal job rotation;
- adjustment of working time and working conditions;
- health promotion, prevention and elimination of physical and psychosocial barriers to remaining at work;
- systems of recognition of acquired competencies.

The employer may choose a single field of action, combining action areas, or opt for a non-listed action.

<https://osha.europa.eu>