

# Ageing at work: Czech Republic

## OSH policies

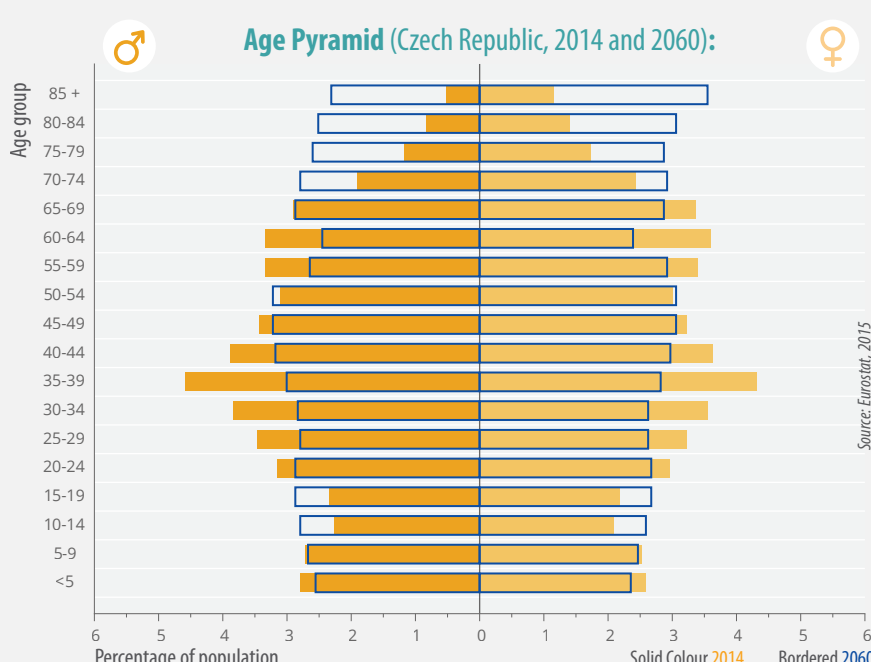
## Population ageing

- The proportion of the population aged 65 or over is currently low.
- It is projected to increase slowly until 2020.
- It is set to grow rapidly throughout the 2040s and 2050s.



**Median age:**  
**41.1** (2015)  
(EU 28: 42.2)

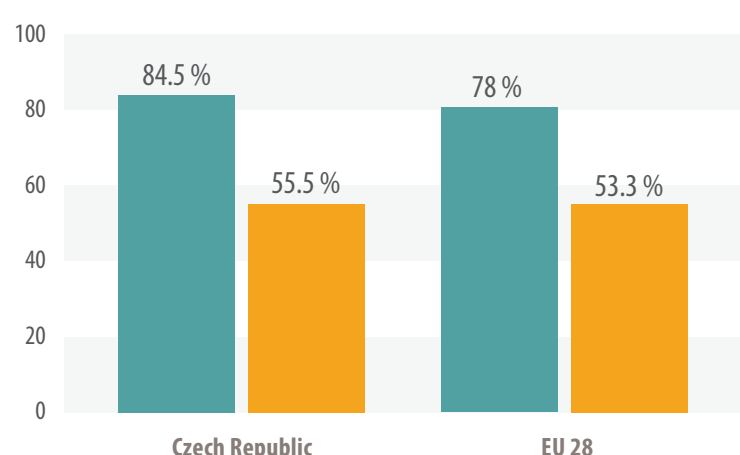
Source: Eurostat, 2015



## 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)**

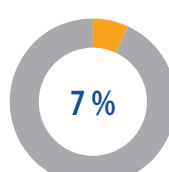
♀ **19.8** (EU 28: 21.6)  
♂ **16.1** (EU 28: 18.2)

Source: Eurostat, 2014

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

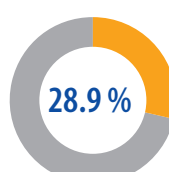
♀ **9.3** (EU 28: 8.6)  
♂ **8.5** (EU 28: 8.6)

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+)**

Czech Republic: 19.23 %  
EU: 26.87 %

(European Working Conditions Survey 2015)



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

Czech Republic: 26.45 %  
EU: 21.69 %

(European Working Conditions Survey 2015)



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

Czech Republic: 9.6 %  
EU: 11.3 %

(Eurostat 2013)



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

Czech Republic: 68 %  
EU: 45 %

(Eurobarometer 393, 2012)



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

Czech Republic: 24.61 %  
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**

Czech Republic: 81.15 %  
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 Programme to Support Active Ageing 2013-2017, Government, 2013

Defines the participation of older people in the labour market as one of the main priorities and stresses the need to develop age management and flexible working conditions to support the employment of older workers.

Highlights health promotion in every phase of life as a prerequisite to positive ageing.

- Programme for the improvement of the health status of the population in the Czech Republic — 'Health for All in the 21st Century' (Health 21), Government, 2002

Formulated two specific targets

- On healthy ageing: at least a 20 % increase in life expectancy and in disability-free life expectancy at the age of 65.
- On living and working environments: at least 10 % of large and medium-sized companies should commit to healthy enterprise principles.

<https://osha.europa.eu>