Index

50 plus initiative, Germany 188
absenteeism in older workers, Netherlands 148
activation rhetoric 94
active ageing 1, 7–16, 62, 127–30, 204
Canada 68–71
in employment 174–200
France 165–72
Netherlands 154, 155
Adult Learning Grant, UK 105
advertisements ban on upper age limits, UK 101
age
and the labour market, UK 94
awareness campaigns, Germany 190–91
barriers, removal of 55
legislation 97
limits for pensions, Germany 180
lobby, powerful, UK 96
neutrality policies 199
Age Advisory Group, UK 101
age-based stereotypes, France 171
Age Can Work report, Australia 36
Age Concern, UK 96
age-conscious personnel policy 149, 150, 151
age discrimination 9, 13, 15, 22, 36, 185
France 166
law 47, 190–91
US 114–15
mandatory retirement 73
removal 14
UK labour market 90
workplace 123–4
Age Discrimination in Employment Act, (ADEA) US 123, 127, 133–4
‘age free’ employment 132, 214
Age Positive website 101
Age Task Force, UK 101
ageing
positive 34
societies 7
ageism 5
in Japan 57
in management thinking 211
in workplace 77
age-specific privileges 192
agriculture 77
Amendment of the Older Workers Law, Japan 48–52, 56–8
asbestos, exposure to 158, 160
attitude changing of employers 36
Australian Council on the Ageing 15
Australia, older workers 12, 22–38
awareness raising 91, 99, 100
baby boomers
Canada 64
Netherlands 142
retirement 69
in US 111, 158, 164
back-to-work help 103
Barcelona European Council target 9, 10, 112
‘benefit partnership’ in work 196
benefits
eligibility for 69
for older workers, 205
bias against older workers 208, 209
birth rates, decreasing 175
bridge employment, US 128
‘bridging allowance’ 186
British Telecom (BT) 91
business creating 50
Canada/Quebec Pension Plan 74–5
Canada, work and retirement 62–79
Canadian Job Strategy (CJS) 76
careers
- advancement 185
- blockers 93
- breaks 10
- development 168
- guidance for older people 106
- information 95
- planning workshops 6
- second and third 199

case studies, Japan 52–4, 57–8
Challenge Career Programme, Toyota 56
change, resistance to 148
cheap labour 210
childbearing 25
child care 33
choice
- for older workers 78
- in working arrangements 96
civil service pension contributions 166
‘Coalition Agreement’ Germany 183
Code of Practice on Age Diversity, UK 100, 101
collective bargaining 167, 181, 192
trade unions 195
collective labour agreements,
- Netherlands 151
commitment
- doubts about 211
- lacking for older workers 215
community involvement, 213
community service industry 77, 91
company approaches to ageing 195–7
company training 14
compensation programmes 76
- for early exit, France 170
- for working conditions 168
competency assessment, Toyota 55
competition
- in labour market 9
- US and Canada 63
competitive advantage of firms 5, 6
competitive economies 204
competitive jobs 191
compulsory retirement ages 22, 97
construction industry 77, 145
contracts, subsidized 162, 163
coordination, lack of, Canada 79
corporate health policies 191
corporate knowledge, loss of 6, 92
corporate restructuring and job
- dislocation 132
costs
- of health and pension care 116
- of older workers 132
counselling services 49
‘crisis’ of global population ageing 8
cultural change 36
customer base, older 9
Delalande Amendment, France 172
demand for older workers, myth 208–14
demographic ageing 62, 163, 164
demographic change 8, 9, 32, 40–41
- Germany 175, 190
- ‘demographic timebomb’ 94
demotion 150, 151
Denso Manufacturing, vehicle
- manufacture 90–91
devolution of older labour 5
disability
- baby boomers in US 128–9, 131
- pensions 178
- persons with, Japan 49
disability benefits 95, 145, 146
- Canada 79
- claimants, support 98
- UK 86, 89
disabled workers 152–4, 183, 198
‘disadvantaged’ groups, training for 195
discouragements to keep working 131
discrimination
- in labour market 4
- Netherlands 146
- proscribing of 9–10
dismissal on grounds of age 95
diversity in workforce 36
doctors and therapists for workers 91
driver groups, public transport
- company 196
eyearly retirement 2, 5, 145, 146, 193, 204
- Canada 66–7
- comparisons 12
- France 158–72
- Germany 178, 180
- involuntary 13
Index

Netherlands 144
strategic role 193
Toyota 54, 56
trends 10, 16, 34
in UK 94
earnings rule 97
economic growth 69, 84
long-term 107
economic restructuring 204
economy, boom, Netherlands 146
education, role of 25–6
education sector 145
employer attitudes 132
in Netherlands 141, 148
in UK 90–92
employer demand 119
employers 191–3
and age discrimination 95
attitude change among 216
current issues, France 171–2
and exit schemes, Netherlands 145
negative attitudes 10, 58
employment 35–7
agreements, trade unions 195
by age and gender 24
extension to age 65, Japan 50, 51
income for older people 98
insurance 198
opportunities for newcomers 144
policies 99
Lisbon Council 2000 9
protection in Canada 63
rate raising 164
France 159
role of, in positive ageing 34
security to age 65 47, 48
transitional 128
Employment Equality (Age)
Regulations, UK 102
Employment Initiatives for an Ageing
Workforce 195
Employment Measures Law, Japan 47
Employment Trends Survey, UK 100
engineers, highly qualified 195–6
equal opportunities 90
and work 199
equity provisions 71
ergonomic measure, Netherlands 149,
150
Ericsson telecommunications 5, 6
ethnic minorities in UK 86
Europe
ageing levels in 7
policy on older labour 4, 9
European Commission 204
Conference on Active Ageing 14
on risk for older workers 13–14, 212
European Directive on equal treatment
9–10, 101
European Foundation for the
Improvement of Living and
Working Conditions 195
European High Court 185
European Union on age discrimination
190
excess supply of labour 142
exclusion from labour market 198
exit culture, Netherlands 141, 144,
154
expenditure on public pensions 204
expense of older workers 192
experience of older workers 90, 130,
148, 149
extension of working life 98
Fahrion Engineering GmbH & CoKG 195
family duties, and work 199
Federal Employers’ Association,
Germany 191, 192
Federal Employment Agencies,
Germany 183, 186
Federal Trade Union Congress,
Germany, guidelines 194–5
fertility rates 164
in Australia 22
declining 40
in US 111
finance and demographic change 191
financial incentives 192
for training 181
financial reasons 117
First Group, transport company 91
fixed-term contracts 162, 168, 169
fixed-term employment
age limit 182
for older workers 184
flexibility
and choice over life course 70, 71
in work 120, 129
flexible working 95, 207, 211
and retirement (BT) 91
France 158–72
early retirement 5
freelance workers 97

gender differences 89, 120, 121
geographical areas, employment,
France 164
UK 89
Germany 174–200
companies, smaller 196–7
firm KSB, situation 5
globalization 6, 142
good practice models 196, 197
Government Accountability Office
(GAO) US 126
government expenditure on New
Deals, UK 102
government policy, UK 95
grants and subsidies 48
grants for continued employment
49–50
group work for older workers 195

Hartz-Reforms 181, 182
health and well-being 91
health care 32
costs for older workers 123
growing population 124–5
health insurance, private 32
health management 195
health problems 193
in metal industries 194
health service use 69
‘healthy ageing’ 32
higher wages, offers 152, 153
hiring older workers 49
holiday entitlement, increased 149, 150
hospital-based care 69
human rights practices and policies 71, 91, 92
‘humanizing’ of labour world 194

IG-Metall, Germany 193, 194
image of company 148
immigration
increase 69, 164
in Japan 11
in US 111

incapacity benefit claimants 103, 104
Incapacity Benefit, UK 86–8
incentives
for early retirement 14
for employers 104
for later retirement 10
income as benefit 205
incomes 71
increase of retirement age in Civil
Service 95
independence 32
industrial law 192
industrial modernization 142
industries
decreasing 209
restructuring 2, 4
Intergenerational Report 34
intergenerational solidarity 194
interventionist approach 93
iron and steel industry union 193

Japan 40–59
ageing levels in 7
rapid population ageing 11
Job-Aqtiv-Law, Germany 181, 182
job centre for older people 48
Job Centre Plus offices 104, 105
staff leaflet 100

jobs
creation 7, 186
insecurity 97
losses for older workers, US
121–2
opportunities for older persons 36, 47, 183, 184
UK 105, 185
profiles for unemployed 181
promotion 192
today’s economy 128

Job Release Scheme 92, 93
job-search assistance 95
job-seekers, training for 48–9, 185
job-sharing 91
job-specific skills 69
Jobwise Outreach 36

know-how, increase 148, 149
knowledge-based economy 130
knowledge exchange 196
labour and skills shortages 116, 119
labour costs, increasing 148, 155
labour demand 15
labour force
  ageing 41
  projections, US 133–4
  survey, Great Britain 86
labour force participation rate (LFPR) 8
  Australia 23, 25
  Canada 64–70, 78
  Germany 175–8
  Netherlands 147
  over 75s 118
  US 113–14, 115
labour market
  composition 85
  policies 206
    France 166
    Germany 183–90, 197
    Netherlands 145–8, 152
  reintegration 79
labour shortages 6, 62, 90, 204
  UK 96
labour supply 7, 16
  increasing 212
labour-saving technology 152
law amendments, Japan 46–8
legal retirement age, raising 192
legislation
  against age discrimination 99, 101, 189
  on age and work 95
leisure and work 199
leisure society 8
life expectancy 40
  increasing 126, 175
  ‘life-course flexibility’ 62
lifelong learning 13, 70, 71, 181, 206
Lisbon targets 141
literacy and numeracy skills 91
longevity, increasing 40
long-term training 186
long-term unemployed 183
low-skilled workers 198
married women in paid work 28
maternity leave 33
Mature Age Employer Champion Award, Australia 36
mature age participation 32–3
Mature Age Workplace Strategy 36
Mature Workers Program, Australia 37
maximum recruitment ages in UK 90
media industry 97
Medicaid and Medicare, US 125, 126, 134
men in labour market 23, 65, 66, 176–7
opportunities, US 115
mental well-being, improvements 12, 207
MicroTec, Germany 196
motivations to work 103
  Japan 42
national action plan, France 168
‘National Ageing Strategy’ Australia 31–5
National Employer Training Programme, UK 104–05
National Health Service 90, 91
national insurance 93
negative attitudes
  of employers 10
  of trade unions 10
Netherlands 141–55
  and active ageing 206
New Deal 50 Plus 102, 103
Newham Health Authority trust 91
New Quality of Work (Neue qualität der Arbeit) (INQA) 191
New South Wales, Australia 37
non-profit organizations 186
North American Free Trade Agreement (NAFTA) 63
nurses in Canada, retirement 75–6
occupational downgrading 103, 206
occupational fields for older employees 190
occupational health issues 90–91
occupational skills 185
offshore jobs 119
Old Age Security, Canada 73–4
older workers
  employment priority 163
    in US 112–24
  exclusion 84
  labour force participation 1, 3
  organizational change, 210, 211
Index

recruitment, Netherlands 153, 154
reemployment 47
skills training 58, 124
unemployment 68
value of 36, 215
Older Workers Opportunity Act, US 126, 127
operation downsizing 209
Organisation for Economic Co-operation and Development (OECD)
on active ageing 15
study 8
organizational delayering 209
overtime exemptions 149, 150
parental leave 70, 71
part-time retirement 31
part-time work 10, 23, 27–8, 75, 91, 120, 195
creation of 192
occupational pensions 95
Part-Time Work in Old Age Act, misuse of 193
pay and working conditions, older workers 58
pay-as-you-go, Netherlands 146
pay system, age-oriented, Japan 54
pensionable age
Japan 50
rise of 46
PensionBonus Scheme, Australia 35
Pension Reform Act, France 160, 164, 166, 167, 168
pensions 31–5, 93, 97, 163
age for 95, 98, 99
 costs, lowering 198, 205
fund contributions 165–7
Japan 44–6
 payments 76
plans 69, 117, 192
state 29, 30
pension schemes
Canada 78
Germany 180
occupational 95
UK 96
pensions crisis
Australia 28
UK 84
Pensions Green Paper, UK 98–9, 103
performance and productivity 131
Personal Capability Assessment 104
Pharmaceutical Benefits Scheme 32
Policy Research Initiative, Canada 70, 79
population ageing 1, 7, 204
as challenge and opportunity 8
as crisis and threat 8
Canada 68–70
Japan 40
social aspects 7–8
US 124–7
population increase in US 111
potential of older people, promotion 191
poverty 71
in Netherlands 146
process reengineering 209
productivity 155
improvement, Toyota 55
Program for Older Workers Adjustment (POWA), Canada 76–7
promotions, Japan 52
public agencies, subsidies for 186
public attitudes to older people 32
public employment for older workers, Japan 46–50
public health care systems 69
public pension system 73–5
public policy in UK 92–7
Public Sector union, Germany 193
public transport company 196
qualifications of older people 89
quality of work 58
Queensland, Australia 38
reality of policies 107
reapppointment scheme, Japan 53, 54
recruitment for older candidates 91
reduction of hours, gradual 75
redundancy
France 159
settlements 2
re-employment 56–7
reintegration of older workers, Germany 180
replacement workers, Netherlands 142
Index

residential care system 32
restructuring and layoffs 197
retail work 212
retirement
  Canada 66–7
  France 166, 169
  Germany 188–90
  Netherlands 151
  partial or gradual 99
  phased 75–6, 130
  US 128
retirement age
  default 101, 102
  lowering, UK 93
retirement income
  of baby boomers 58
  investment 84
  policies 26, 33
  systems 97–9
  in US 125, 126
retirement, mandatory 71–3, 205–06
  in Japan (Téinen) 43–59, 212
  US 114, 127
retirement policy 192
retirement redefined in Europe 9
right to work 93, 206, 207
risk groups 198
risks in work, for older workers 199
safety net 15
self-employment 119, 121
  promotion of 186, 188
sellers’ market to buyers’ market 152
‘Senior Citizens’ Right to Work Act,
  US 126
service industries 23, 120
short-term training 186
skill shortage 34, 41, 69, 191, 207
skills of older people 191
Skills White Paper, UK 105
small business owners 119
social benefits 71
social engagement, continuing, and
  health 12
social exclusion 71
social participation as benefit 205
social perceptions, changing 169
social protection 199
Social Protection Committee,
  European Commission 215
social security 35–7, 117, 127
  in Germany 191–2
  provision 12, 15
  system 28
  in US 111, 112
Social Security Code III 183–8, 193
Social Security Disability Insurance
  (SSDI), US 129
Social Security reform, US 125, 126
social welfare 1, 7, 99
  provision shortfall 204
solidarity, intergenerational,
  Netherlands 146
staff shortages 146
state governments, Australia 37–8
state pension age
  lowering 92–3
  raising 98
  UK 97
Stockholm European Council target 9,
  10, 112
subsidies for employers 48–9
superannuation 33–7
  national, Australia 29–31
Superannuation Guarantee Charge
  (SGC) 29
target groups for change 190–91
targets of anti-pre-retirement policy
  205
tariff policy 192
tax/benefit systems 14
tax credits, US 127
tax incentives 31, 37
team mixing
  by age or gender 196
teamwork for mixed-age groups 193
technical occupations 120
technological competence 123
technologies, new 142, 148
telecommunications firm 5, 6
temporary jobs and contracts 12–13,
  162, 184
  for older seekers 192
temporary workers 50
tertiary study for young women
  24–5
testing and short-term training 185
Thatcher, Margaret 84, 92, 93
time out 91
Toyota case study 54–7
and age-free employment 58–9
Challenge Programme 55, 56
trade unions 36, 57, 58, 95, 193–5
age discrimination 190
agreements 145
in Canada 63
negative attitudes 10
trade, Canada and US 63
training 15
access for all 10
criteria 90
employment programmes, Canada 76
for older workers 37, 167
avoidance of 193
UK 105
Training Older Workers (Employment Department, UK) 94
training opportunities 4, 5, 6
lack of 89
training participation rates, Netherlands 144
training programmes, Netherlands 150, 151
Transition to Work scheme 35–6
unemployment benefit rates 186
United Kingdom and Stockholm target 85
unemployment 4, 22, 23, 145–6
by age and gender 161, 162
benefit 182–3, 192
in Canada 67–8
duration of 123
long-term, France 161
Netherlands 142, 144
prospects in Germany 179–80
in US 121–24
unemployment insurance 166
exemptions 182
unemployment rate 41, 42
Germany 177–9
for older people 26–8
unemployment subsidies, Germany 182
United Kingdom 84–107
United States of America 111–35
employment rates of older workers 12
upper age limits in Canada 72
value of older people 95
Verkehrs Aktiengesellschaft Nuremberg (VAG) 196
Victoria, Australia 37
vocational qualifications 185
vocational training 26, 97, 181
for over-50s, Germany 184, 185
volunteering 91, 129–30, 213
wage cuts 57
wage insurance for older workers 184
wage subsidies 77, 181
age-dependent 185–6, 188
to employers 104
Wassenaar Agreement, Netherlands 144
welfare dependency 182
Welfare to Work agenda, UK 96
well-being of older people, 205
Winning the Generation Game 94, 98
withdrawal, gradual, from employment 98
women in labour force 64–6, 118, 176–7
disadvantages for 30
Japan 42
married 28
maternity leave and child care 33
Netherlands 152–4
and part-time work, France 158, 161, 163
pension age for
in US 114
work
flexible 14
for personal fulfilment 117
and retirement combination 115–17, 169
unskilled 103
work-centred society 7
workforce
ageing 40–41, 85
pruning 141
working conditions for health 191
working hours, adaptation 91, 199
scaling back, US 128–9
working life, extension 7, 9
Index

working population in Netherlands 143
workload increase after early exit 194
workplaces
  adaptation 14, 49, 193
  design 196
  for older workers 213
injuries 131

work status of older people, Japan 43
World Health Organization policy 13
  on active ageing 16
younger workers, making way for 5
  youth bias 4, 106
  Germany 198
youth unemployment 92, 144