

Ageing society and the consequences for the labour market

NAKE-workshop 15-17 November, Utrecht

Theme of the workshop

The three day workshop ‘Ageing society and the consequences for the labour market’ will analyse the impact of the ageing of European societies from different perspectives. One way to look at these consequences is to distinguish the micro perspective of the individual citizen who – on average - lives longer and remains healthier over the life course, the meso perspective of the organisation, that will be confronted with an ageing staff and a smaller pool of young people to recruit from and the macro perspective of a welfare state where the balance is shifting between those age groups who traditionally contribute to the funding of the welfare state and those age groups who primarily benefit from the welfare state (through pensions and expenditures on care). To a large extent ageing societies will bring scientists, including economists, in a kind of terra incognita. This brings up the question: what do we actually know about the behaviour of economic actors like older workers deciding on retirement and employers dealing with an ageing work force? These and related questions will be discussed by a team of experts from different countries, who will focus on different angles and perspectives of the theme of the workshop.

Programme

The workshop will start on Tuesday afternoon (November 15th) with an introduction by Joop Schippers (Universiteit Utrecht) on the theme of the workshop and theoretical insights developed in economics with regard to the relation between ageing and the labour market. On Wednesday (November 16th) in the morning Gijs Beets (Netherlands Interdisciplinary Demographic Institute) will introduce and discuss the process of ageing from a demographic point of view. In the afternoon Kène Henkens (Tilburg University and NIDI) and Joop Schippers will discuss empirical research on the behaviour of employers and employees in different European countries. Has this behaviour changed over time and how has this behaviour been influenced by government policies in different European countries? On the third and final day of the workshop (Thursday, November 17th) Asghar Zaidi (European Centre for Social Welfare Policy and Research) will go into the consequences for the welfare state of an ageing society (e.g. in the field of pensions) and the necessity of active ageing policies. Finally, in the afternoon John Beshears (Stanford University) will introduce some insights from behavioural economics on pensions and retirement behaviour.

Registration

Please register for this course at Mariska van Dort: J.M.vanDort@uu.nl