



**EUROPEAN COOPERATION FOR WOMEN
ABOVE 50 – LESSONS FROM
THE EY 2012 FOR ACTIVE AGEING AND
SOLIDARITY BETWEEN GENERATIONS**



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AGE Platform Europe

- Umbrella organization of 167 organizations of and for older people in 26 MS: 30 million members, promotes the interests of 150 million senior citizens
- Not-for-profit EU association, financed by membership fees and an annual grant from the European Commission originally funded (2001) in the move against age discrimination in employment
- Works through its secretariat, volunteers and expert groups on pensions, health and long-term care, social inclusion, employment and LLL, accessibility and ICT; age discrimination...

AGE promoting a broad civil dialogue on ageing

How to support a structured and sustainable civil dialogue:

- **Empower older people's organisations**
- **Cooperate and involve all relevant stakeholders**
- **Provide a legal environment and quality standards**
- **Strengthen transparency and accountability**
- **Provide feedback alongside policy-making process**
- **Coordinate across local, regional and local levels**

Older women in the EU

- The majority of older people in all EU MS are women and the highest poverty rates are concentrated amongst old women, in particular the single 'oldest old'
- Older women have specific concerns and needs that are not always sufficiently reflected in statistics or taken into account in the design of social policies
- Various inequalities women face in earlier life stage (ex. career and pay gap) lead to an increased poverty risk in their old age
- A generally lower income and a higher probability to live alone (due to divorce, widowhood...) make them more likely to face loneliness, isolation, exclusion and elder abuse than older men
- They also have more difficulties in accessing health care and state and private pension schemes

Crisis and its impact on older women

**Current reforms in social protection are going to
deepen the gender gap in old age income!**

- **Calling for equal pay for work of equal value is important but not enough to ensure that women also enjoy equal rights to a fair and decent pension income**
- **With the on-going drastic cuts in subsidised child and eldercare services, the burden of informal care on women will increase and women will face even greater difficulties to build adequate pension rights**

**Risk of aggravating further the gender gap
in old age income**

Gender equality in social protection

- **Adequate old-age income through strengthening of the state-regulated 1st pillar pensions (PAYG) rather than relying on private funded schemes**
- **Adequate indexation of 1st pillar pensions to prevent the risk of poverty among single and very older women**
- **Carer's credits to compensate for loss of earnings experienced (mostly) by women who face caring duties during the course of their working lives**
- **Survivors' benefits playing an important role in fighting older women's poverty by redressing some of the disadvantages faced by women (broken career and pay gap)**

Access to employment, training and responsibilities for older women

- **Make employers to accommodate older female worker's care commitments through provision of work-time adjustment and the introduction of specific initiatives such as job shares, part-time work, carer's leave, telework, flexible working hours, tailor-made training**
- **Enable a greater number of older workers, mainly women, to re-enter or remain in the labour market while meeting the needs of their dependent relatives**

Towards an age-friendly European Union by 2020

How ▶ EU Platform on age-friendly environments involving civil society and all relevant stakeholders in order to:

- Develop innovative solutions to deliver a fair and sustainable social model
- Maintain a high level of solidarity in social protection systems and labour markets as part of holistic approach to policy making that support all generations
- Promote a more active participation of all ages in society through adaptation of various environments

Creating an age-friendly environment means

- Making labour market and workplace more inclusive of OP
- Facilitating active participation of all age groups in society
- Promoting a positive image of OP
- Raising awareness about older people's contributions to **society** and their communities
- Modernise social protection systems to ensure that OP can **enjoy a dignified live** even when dependency arises
- **Adapting urban environment and transport systems** to the needs of ageing population
- Helping vulnerable dependent OP through the **promotion of quality health and long-term care**



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