

TRANSFORMĂRILE DEMOGRAFICE ȘI OCUPAREA ANGAJAȚILOR VÂRSTNICI DIN PERSPECTIVA ECONOMIEI GERMANE

DEMOGRAPHIC CHANGE AND EMPLOYMENT OF SENIORS FROM AN ECONOMIC PERSPECTIVE IN GERMANY

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Abstract: The German economy has recovered from the most severe recession since WWII much more rapidly than many experts had expected. The favorable business climate has pushed the labour force to a new high, even exceeding that in existence before the 2008 crisis. The success of the country's economic activities not only means that employees previously „parked“ in short-time work or training and qualification measures are in direct productive deployment again, but also that there has been an urgent demand for further skilled labour over and beyond this. Demographic change increasingly calls for the replacement of retiring senior employees, if competitive requirements are to be met. This is the price the economy now has to pay for having dismissed seniors too rashly in the past, seniors who are now „desperately“ needed. In future, enterprises will have to be prepared to do the best they can for keeping older qualified workers in the company and/or creating incentives for extending their employment. It is one of the consequences of demographic change that the competition for skilled labour will have a decidedly positive impact on the opportunities enjoyed by older skilled workers in the labour market. But the political pressure on senior employees to extend their working life has also been increased by legislative measures such as rising the retirement age from 65 to 67, for example.

Keywords: age structure, workforce potential, employment situation, employment rate of seniors, employment policy, corporate personnel policy and management, labour force, shortage of qualified staff, early retirement policies, lifelong learning and training, pensionable age and retirement age