




## Older workers




Wim Sprenger  
STZ advies & onderzoek

AIAS








### Five generations

- 25 - 34 (starting generation): highest proportion on the labour market
- 35 - 44 (middle generation): nr. 2
- 45 - 55 (senior generation): nr. 3, with exceptions in countries and sectors
- under 25 (starters): 4th or 5th
- 55 plus (exit generation) 5th or 4th




AIAS

### Country & industry

- Denmark oldest workforce, Poland youngest
- More older workers in the public sectors
- Female employees under-represented in exit generation, except in Finland and Hungary




AIAS

### Expected Mobility

- Don't know if I will be with my employer next year:
  - youngsters 21 - 44 %
  - starters 20 - 44 %
  - middle 19 - 48 %
  - seniors 14 - 42 %
  - exits 8 - 28 %

AIAS

### CLA coverage

- Starters versus exits:
 

– Belgium	79 --- 81 (= 2)
– Denmark	72 --- 91 (= 19)
– Finland	85 --- 94 (= 9)
– Germany	54 --- 73 (= 19)
– Hungary	49 --- 79 (= 30)
– Netherlands	83 --- 86 (= 3)
– Poland	9 --- 30 (= 21)
– Spain	65 --- 77 (= 12)
– UK	18 --- 38 (= 20)

AIAS

