

Committee terms of reference

Tor. 2018:83

Delegation for the promotion of older labour

Decision at a government meeting on 16 August 2018

Summary

A committee in the form of a delegation is tasked with working to ensure a more inclusive and age-independent view of working life. The delegation is to contribute to increased knowledge about research into older people's opportunities and also to propose measures to combat age discrimination so as to make better use of older people's skills and experience.

The final report is to be submitted by 1 October 2020.

The need to make better use of older people's skills

We are living longer lives, and the additional years that we live for are essentially healthy ones. To safeguard pensions and welfare, our working lives need to be extended. The Working Group on Pensions (S2007:F), with representatives of the parties behind the pension agreement, has therefore agreed on a series of measures for increased and secure pensions in the long term (ref. no S2017/07369/SF).

One prerequisite for long-term sustainable pensions is a longer working life, but also a more sustainable one. A key part of this is making better use of older people's skills and experience. For this, we need to achieve a more age-independent view of working life over the course of an entire working life and combat the problems of prejudices against older people and age discrimination. The Retirement Age Inquiry noted in its report 'Measures for a longer working life' (SOU 2013:25) that the major improvement in older people's health, cognitive ability and education that has occurred gradually raises the age at which, on the basis of research, natural ageing can be seen to considerably reduce older people's work capacity. According to experts and the Inquiry's background reports, biological age – up to 70 years or even older – is not a useful measure of physical, mental and social ability. Despite this, there is a tendency for people to be excluded even in the middle of their working life because of their age. This becomes increasingly noticeable the older one gets. To contribute to a development in which use is made of the labour force regardless of age and to ensure that more older people remain in working life, the Working Group on Pensions has agreed to establish a delegation for older labour.

Remit

The purpose of establishing the delegation is to achieve a more inclusive and age-independent view of working life, identify obstacles and find ways of making better use of older people's skills and experience. The delegation will work on issues concerning older people's oppor-

tunities in working life, the view of older people in the labour market, prejudices against older people, the importance of a longer working life for society and for people's total pensions, and the demographic change in society.

This will be done by bringing together various relevant actors in society (such as researchers, opinion-makers, pensioner organisations, the social partners and relevant government agencies) to discuss these issues, provide inspiration and propose measures.

The delegation will compile and disseminate existing national and international knowledge and research and can also initiate new reports. The delegation's work will be permeated by a gender perspective.

Within the framework of its remit, the delegation will work independently in terms of the forms and content of its work.

Consultations

As previously mentioned, one main task will be to compile facts, provide information, initiate and encourage analyses and hold dialogues. A key part of the remit is therefore to have talks and consultations with relevant parties and organisations. The delegation will strive to ensure that these consultations take place across a broad spectrum. Moreover, the delegation will give a more detailed definition of who should be included in such consultations.

Reporting

As the remit is very much about educating the public, disseminating knowledge and holding dialogue, there should be regular reporting in the form of reports, brochures, articles, seminars or any form deemed appropriate by the delegation on the basis of its remit.

In addition, the delegation will summarise its work and submit a final report to the Government (the Ministry of Health and Social Affairs) and the Working Group on Pensions by 1 October 2020. The progress of the Inquiry will also be reported to the Working Group on Pensions over the course of its work at set times to be determined in consultation with the Ministry of Health and Social Affairs.

Impact analysis

Under Sections 14 and 15a of the Committees Ordinance, impact analyses are to be sex-disaggregated where possible. Where relevant, the impact on employment should also be reported.

(Ministry of Health and Social Affairs)