

EMPLOYMENT and EMPLOYABILITY of ELDERLY PEOPLE

How elderly people can be more employable

(i. e. "how elderly people to stay or to return to the job").

1. Employment situation
2. Unemployment situation

Employment situation	Comment	Country condition life
Training	To look at himself working on the machine to use the machine secure and to give to the person a wellbeing feeling.	
Ability	Action on High level or structure level	
Qualification	Action on individual level	
Competence	Related to technical knowledge	
Health prevention	<ol style="list-style-type: none"> 1. To adapt the working condition for elderly people 2. To avoid professional disease <p>At company level : ergonomy approach on each working place</p>	

Employment situation	Comment	Country condition life
Working time organization	<p>To all people. Specially to elderly people (balanced work life: family, physical, ...).</p> <p>Elderly people may transfer knowledge to young people (e.g. student)</p> <p>-> benefits :</p> <ol style="list-style-type: none"> 1. To share the work (hours decrease for elderly people) 2. For elderly people, to prepare transition to retirement. 3. Young people can also transfer to elderly people new technology knowledge 	<p>Italy : a law exists to reduce working hours for elderly workers, and give job for young people, both in part time. But this law was not applied.</p> <p>Germany : in a company, a time management is used, and spare time may be used for retirement. But the spare time can't be transferred to another company if you change for another job)</p>
New strategy for city		

<p>Social and politic matter</p>		
<p>New strategy for city development to mix working, living, ... areas</p>	<p>Effect : elderly people in building area can leave with families in workers area : so, young and old people can leave together and share experiences and new knowledges.</p>	<p>Italy : friend community share people competences and create different relationship with the work.</p>