



Active Ageing and the Supportive Working Time Measures

Agne Kalson

PhD Candidate at the University of Tartu

agne.kalson@emta.ee

+372 525 3569

„ACTIVE AGEING“

- 2025 more than 20% of Europeans will be 65 or over
- **„Active ageing“ for EU**
 - good health
 - full member of society
 - more independent
- **„Active ageing“ for labour relations:**
 - work-life balance
 - working time
 - adjustments

„ACTIVE AGEING“

- 2012 was dedicated by EU to „active ageing“ and solidarity between the generations
- Estonian „**Development Plan for Active Ageing**“ for 2013 and 2020.
- 2012 Survey in Estonia „**Elderly People in the Labour Market**“.





2012 SURVEY IN ESTONIA

- By allowing older workers to choose the working time and work intensity helps to increase their labour occupancy.
- More spread among the elderly workers:
 - part-time work
 - job-sharing
 - working time accounts
- Positive effect of part-time work, job-sharing, working time accounts when there is:
 - sufficient awareness
 - minimal normative obstacles

PART-TIME WORK

- „Bases of Estonian Elderly Policy“
- Part-time employment rate affected by:
 - institutional measures
 - policy measures (legal framework, financial incentives)
- National analyse whether the regulative limitations are justified and proportional:
 - specific social groups
 - enterprises of specific size

PART-TIME WORK

- 2012 survey „Elderly People in the Labour Market“:
 - 63% (employed), and 76% (unemployed) declared the impossibility to change their working time in Estonia;
 - Estonian employers are not eager to implement part-time work.



FROM FULL TIME TO PART-TIME WORK

- In **Estonia** – employers' self-will, unjustified rejection allowed
- In **Germany** – rejection allowed only in „business reasons“:
 - complicates the workflow
 - endangers the safety of the company
 - entails extensive costs



PART-TIME WORK

- Hindering factors can arise from the tax laws:
- Estonian Social Tax Act provides the basis for the payment for social tax. For 2015 it is 355 euros.
- The minimum obligation of social tax is 115,15 euros (33% from 355 euros) up to wages of 355 euros.

JOB SHARING

- Job sharing by ILO „a voluntary arrangement whereby two persons take joint responsibility for one full-time job and divide the time they spend on it according to specific arrangements made with the employer“.



JOB SHARING

- 7th annual seminar „New Forms of Employment and EU Law“ found some of the new forms of working time (including job sharing) to be covered by the part-time work regulation.
- In Estonia there is no specific regulation of job sharing and the part-time work regulation can be applied.
- Job sharers as part-time workers have to be guaranteed the same rights as full time workers (annual holiday pay).



WORKING TIME ACCOUNTS

- Employees can work during the reference period more or less hours than agreed in the employment contract, and collect on their working time accounts either credit or debit hours.
- **Credit hours** will be later compensated to employee;
- **Debit hours** express the time which employee has to compensate to the employer;
- It is possible to distinguish based on the compensation periods:
 - short-time working time accounts
 - long-time working time accounts
 - life-time working time accounts

WORKING TIME ACCOUNTS

- Life-time accounts enable workers to collect hours in their later stage of life to reduce working time, also they favour the initiation of pension programmes on the company level.
- Problematic use of life-time accounts in Estonia – expiration of credit hours (3 years).



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Thank you for your attention!

