Active Ageing and the Supportive Working Time Measures

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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
2012 was dedicated by EU to "active ageing" and solidarity between the generations


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 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).
• 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 collected 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).
Thank you for your attention!