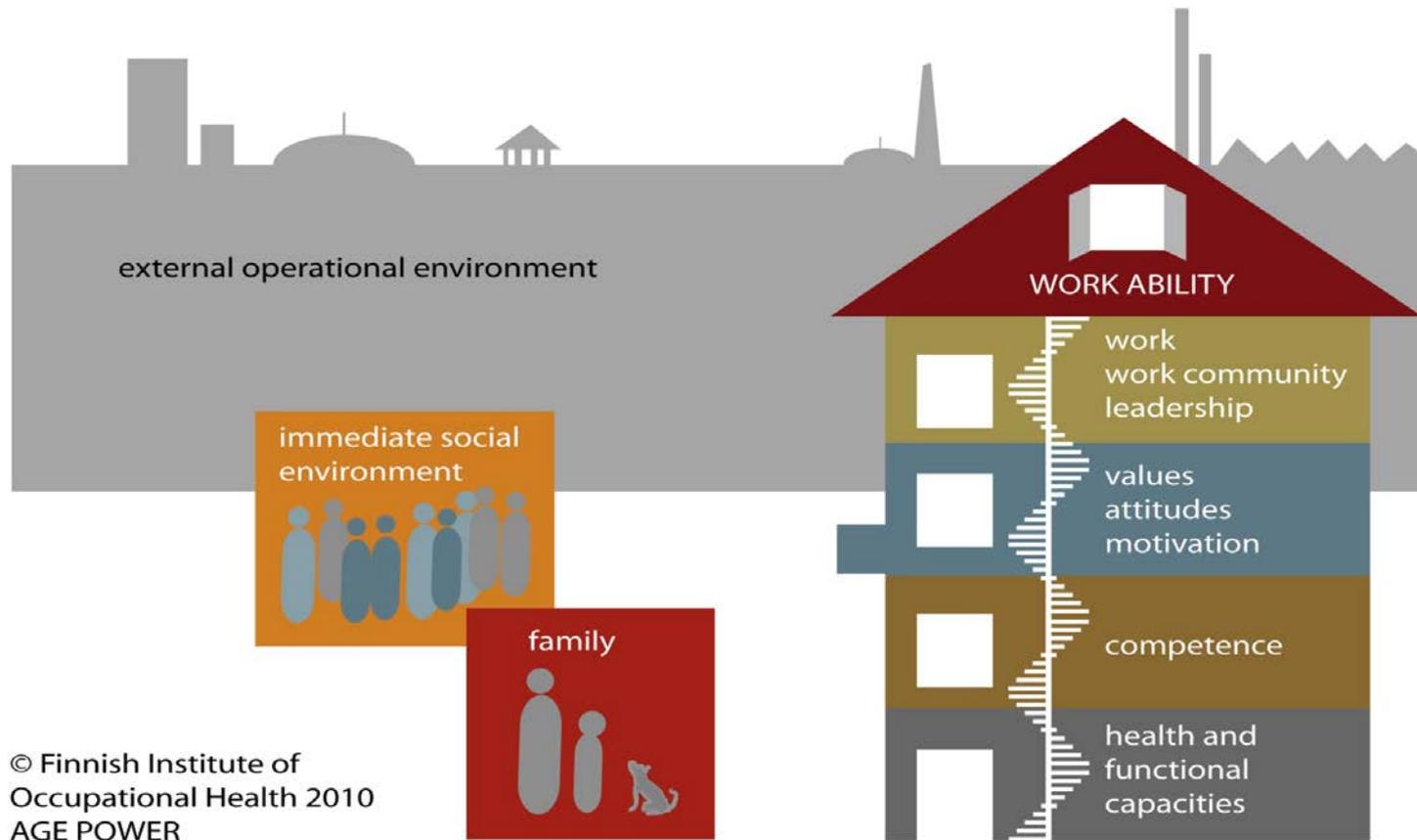
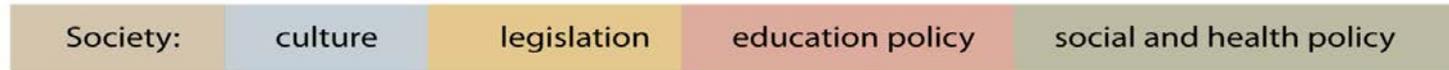


6.12.2017

Work ability concept in the context of an ageing workforce

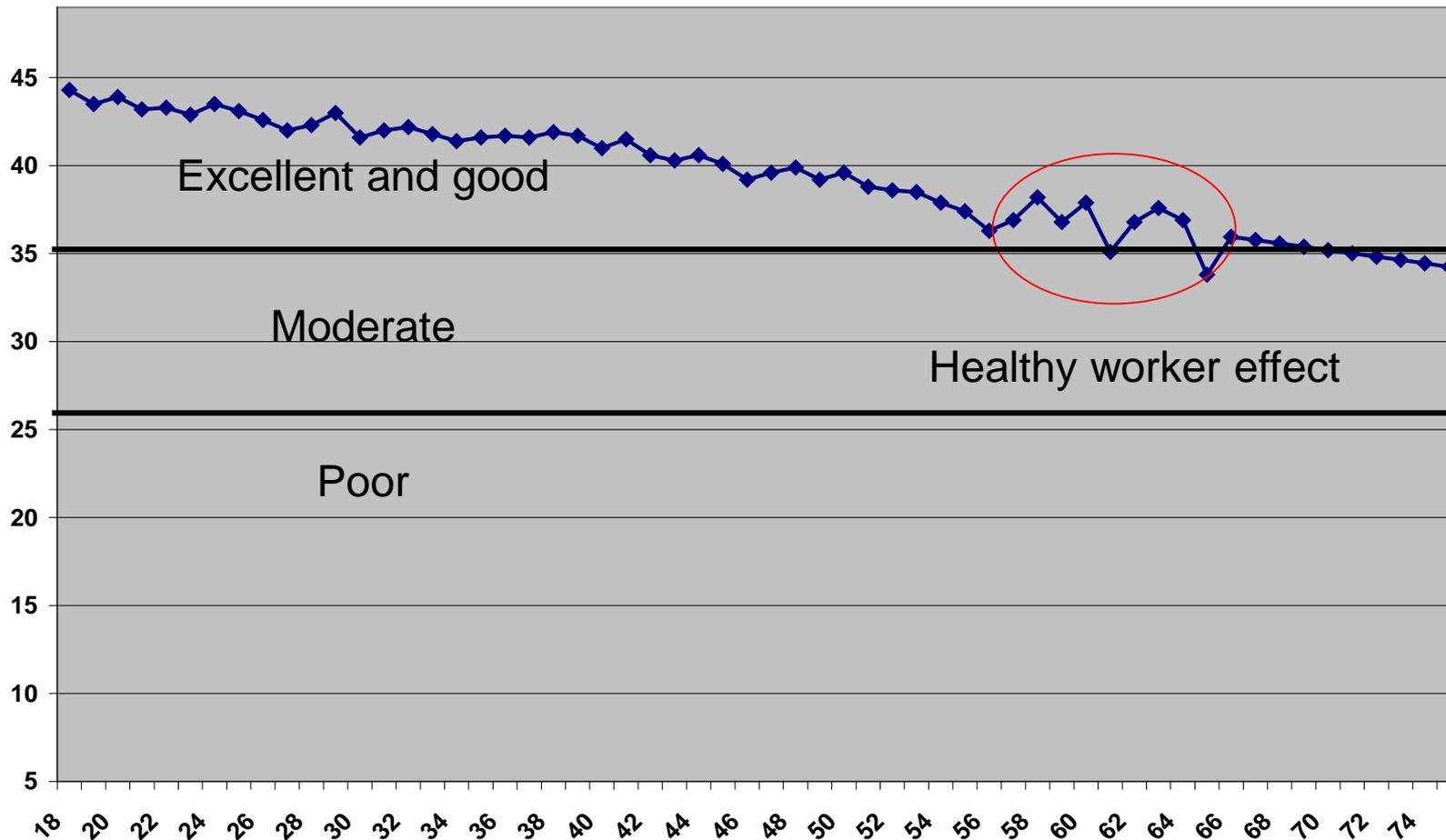
- ▶ Prof. (emer.) Juhani Ilmarinen, FIOH
- ▶ Conference on "Safer and healthier work at any age"
- ▶ European Parliament, 2 December 2013

Work ability concept

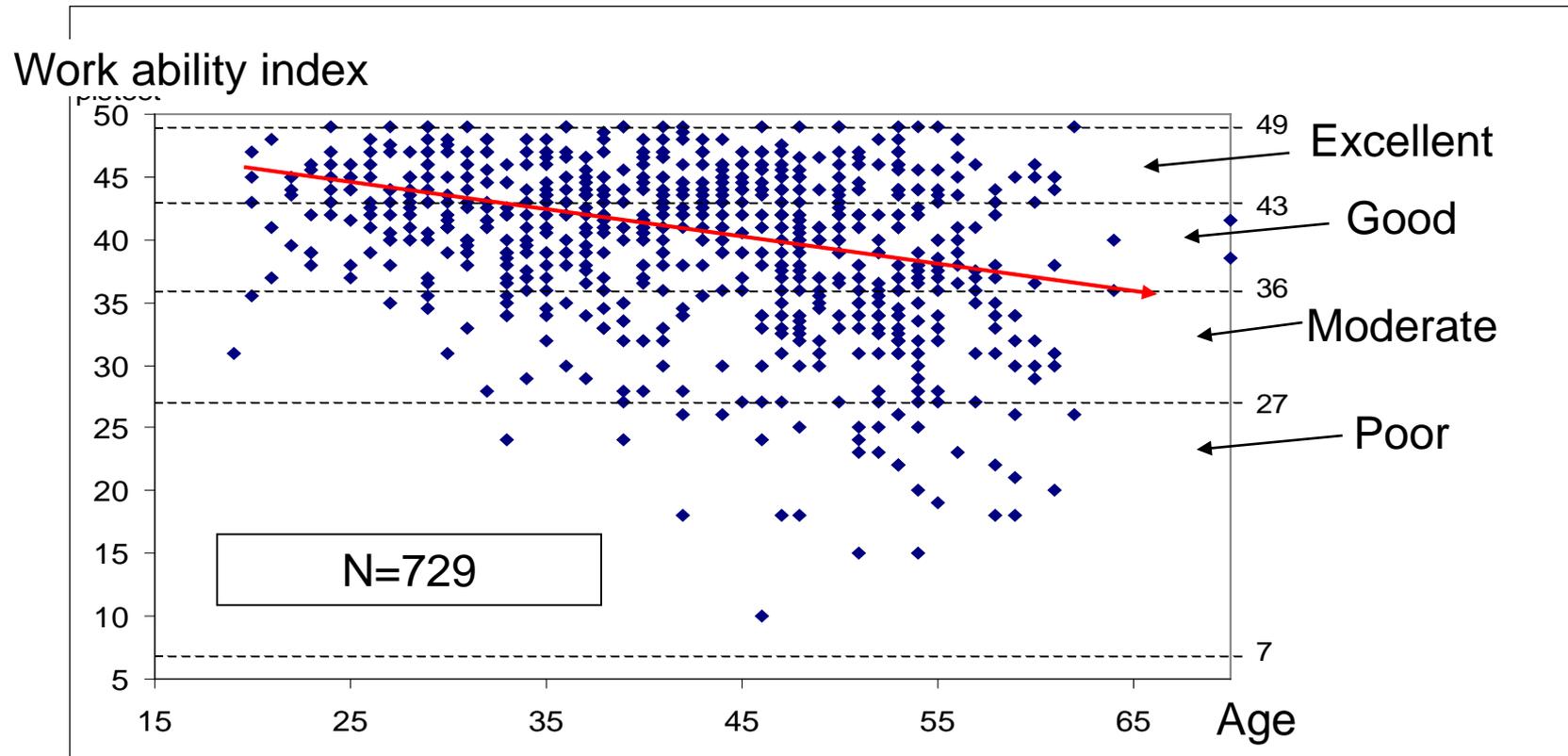


© Finnish Institute of Occupational Health 2010
AGE POWER

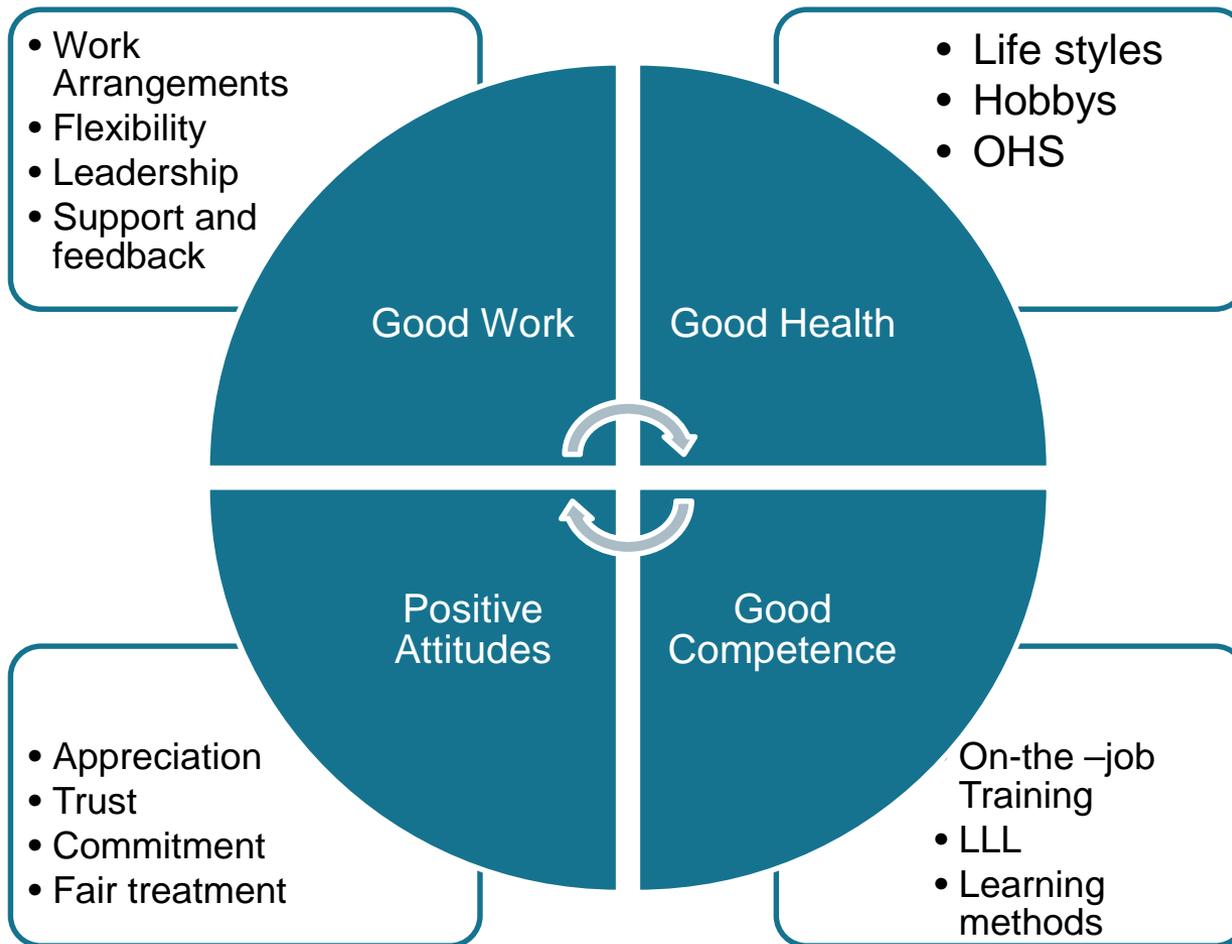
Work Ability and age in Finland



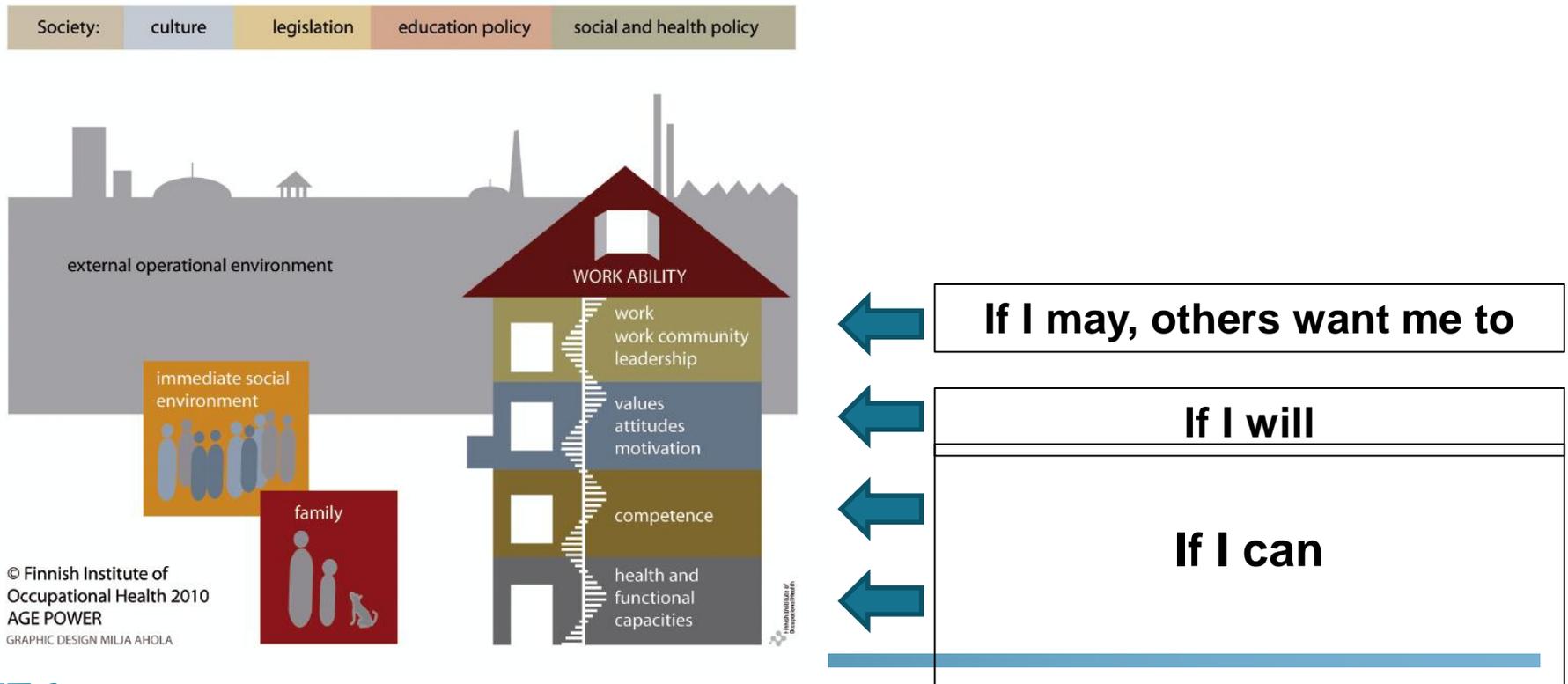
Individual differences in work ability by age



Promotion of Work Ability for Ageing Workforce: Targets and Measures

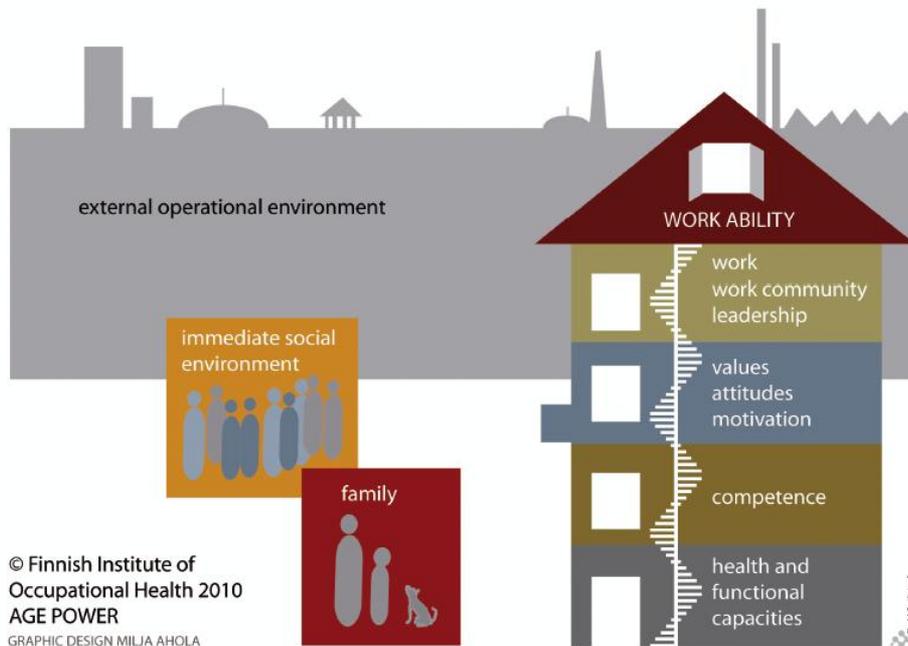


Key factors of employees and workers towards a longer working life



Change of paradigm: what is the new quality of longer worklife?

Society: culture legislation education policy social and health policy



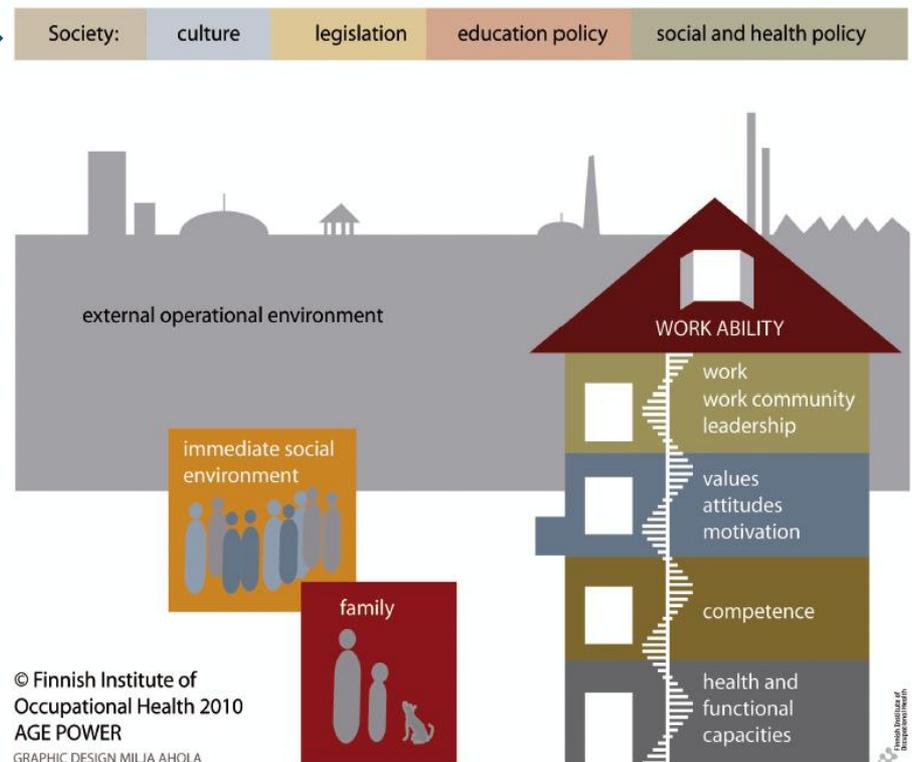
← **Work well-being:**
 Respect
 Trust
 Fair treatment
 Support

Good age management policy for ageing workforce

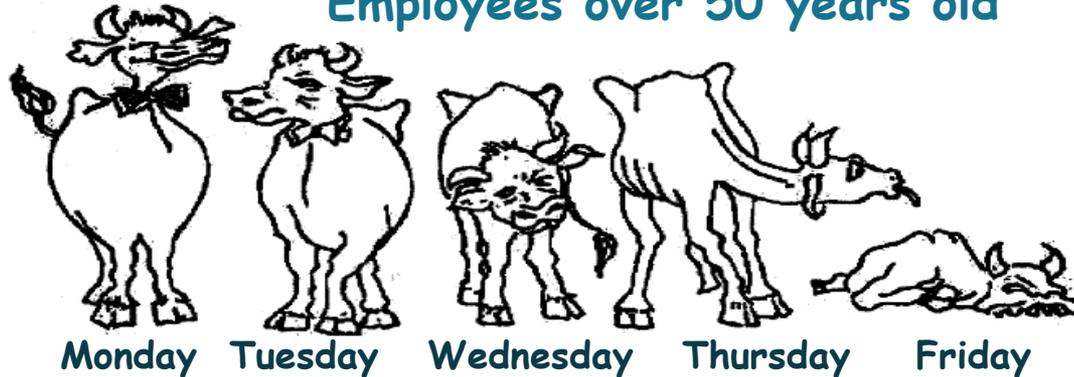
Awareness about ageing
Reform of age attitudes
Investment in age management
Reform of working life
Cooperation of key actors
Reform of health services
Reform of LLL services

National Program for Ageing Workers

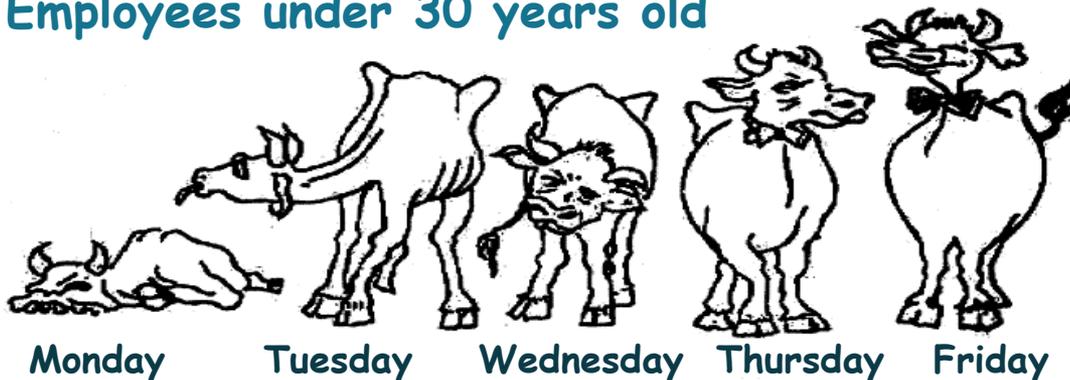
Positive reforms first –Negative later!



Employees over 50 years old



Employees under 30 years old



At least they understand each other on Wednesday