Employment Policies For Older Workers: Examples of Germany And Italy

Turkan Surel[*]
ORCID ID: 0000-0003-2395-8740

Abstract

The aging population is changing the labor force profile. While life expectancy is increasing, birth and death rates are decreasing. This means that the elderly population will increase even more in the future. The growing elderly population is forcing governments to take measures on the employment of the elderly. Therefore, elder employment policies are becoming increasingly important for governments. The purpose of this study is to examine the elderly employment policies of Germany and Italy, two European countries with high / continuing to increase elderly population rates. The literature review shows that Germany and Italy are already pursuing different and similar policies in order to turn their rapidly aging populations to advantage and prevent possible risks in the future. The implemented policies are an example for policymakers of other countries. According to the data obtained, it is understood that both countries have effective economic policies in protecting sustainable elderly employment.

Keywords: Elderly Population, Older Workers, Employment, Elderly Employment, Employment Policies

[*]*PhD student, Istanbul University, Faculty of Economics, Department of Labor Economics and Industrial Relations, Istanbul- Turkey, surelturkan@outlook.com*

Политика занятости для пожилых работников:
На примере Германии и Италии

ТюрканСурель[*]

ORCID ID: 0000-0003-2395-8740

Резюме

Старение населения меняет профиль занятости. По мере того, как снижается рождаемость и смертность, увеличивается продолжительность жизни. Это означает, что увеличивается число пожилого населения. Прирост пожилого населения вынуждает правительства принимать меры по трудоустройству пожилых людей. Таким образом, политика занятости пожилых людей становится все более важной темой для правительств. Целью данного исследования является изучение политики занятости пожилых людей в Германии и Италии, двух европейских странах с высоким/продолжительным ростом пожилого населения. Обзор литературы показывает, что Германия и Италия уже проводят различную и схожую политику, чтобы извлечь пользу из своего быстро стареющего населения и предотвратить возможные риски в будущем. Осуществляемая политика служит примером для политиков других стран в области занятости пожилых людей. Согласно полученным данным, обе страны проводят эффективную экономическую политику по защите трудоустройства пожилых людей.

Ключевые слова: пожилое население, пожилой сотрудник, трудоустройство, занятость пожилых людей, политика занятости

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[*]*Аспирант, Стамбульский университет, экономический факультет, кафедра экономики труда и производственных отношений, Стамбул, Турция, Surelturkan@outlook.com.*

Yaşlı işçiler İçin İstihdam Politikaları: Almanya ve İtalya Örnekleri

Türkan Sürel[*]
ORCID ID: 0000-0003-2395-8740

Öz

Yaşlanan nüfus, işgücü profilini değiştiriyor. Doğum ve ölüm oranları azalırken yaşam beklentisi artıyor. Bu durum yaşlı nüfusun gelecekte daha da artacağı anlamına geliyor. Artan yaşlı nüfus hükümetleri yaşlı istihdamı konusunda önlemler almaya mecbur bırakıyor. Bu nedenle, yaşlı istihdam politikaları, hükümetler için giderek daha önemli hale gelmektedir. Bu çalışmanın amacı yaşlı nüfus oranı yüksek olan/yükselmeye devam eden iki Avrupa ülkesi Almanya ve İtalya'nın yaşlı istihdam politikalarını incelemektir. Literatür taraması ile Almanya ve İtalya'nın hızla yaşlanan nüfuslarını avantaja çevirmek için gelecekte olası risklerin önüne geçebilmek için şimdiden farklı ve benzer politikalar izledikleri görülmektedir. Uygulanan politikalar, yaşlı istihdamı konusunda diğer ülkelerin politika yapıcılarına örnek teşkil etmektedir. Elde edilen verilere göre her iki ülkenin de sürdürülebilir yaşlı istihdamını korumada etkin ekonomik politikalara sahip olduğu anlaşılmaktadır.

Anahtar kelimeler: Yaşlı nüfus, Yaşlı Çalışan, İstihdam, Yaşlı İstihdamı, İstihdam Politikaları

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[*]*Doktora öğrencisi, İstanbul Üniversitesi, İktisat Fakültesi, Çalışma Ekonomisi ve Endüstri İlişkileri Bölümü, İstanbul, Türkiye, surelturkan@outlook.com*

Introduction

The world's population is aging. Decreasing birth and death rates, increasing life expectancy lead to an increase in the elderly population and a change in the labor force profile. According to the US Census Bureau, the world's population today is 7 billion 900 million. It is estimated that this figure will reach 10 billion in 2060. In addition, the annual population growth rate is also decreasing. It is estimated that the population growth rate, which is 0.94% today, will be 0.42% in 2060. This situation shows that birth rates will gradually decrease. for the year 2022, the elderly population aged 65 and over is about 785 million. Of this, 350 million are men, 435 million are women. it is assumed that in 2060 the elderly population aged 65 years and older will exceed 2 billion. It is estimated that about 916 million of this figure will be men, and 1 billion 48 thousand will be women (Please see Table 1). [1]

	2022			2060		
	Total (million)	Male (million)	Female (million)	Total (million)	Male (million)	Female (million)
65-69	280,772	133,174	147,598	515,127	254,621	260,506
70-74	209,604	96,697	112,907	447,755	231,970	215,785
75-79	136,437	60,440	75,997	383,291	177,839	205,452
80-84	88,954	36,207	52,747	279,874	123,553	156,321
85-89	46,317	16,968	29,349	190,497	77,665	112,832
90-94	18,117	5,767	12,350	101,351	36,920	64,431
95-99	3,411		3,411	37,452	11,574	25,878
100+	605		605	9,582	2,448	7,134

Table 1. Elderly Population by Age Groups, 2022-2060
Source: U.S. Census Bureau, International Database, Accessed Date:03.08.2022

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[1]U.S. Census Bureau, "International Programs Center, International Database", World, (03.08.2022).

The increase in the elderly population is forcing some countries to take precautions. In the countries of Germany and Italy with rapidly aging populations, policymakers are implementing economic policies that will promote the employment of the elderly and ensure the sustainable employment of the elderly.

	Germany		Italy	
	2022	2060	2022	2060
Population (million)	84,316	77,551	61,095	60,338
65+ Population (million)	19,332	24,979	14,072	20,087
Male (million)	8,646	11,540	6,173	8,881
Male %	20,7	30,1	20,9	31
Female (million)	10,686	13,439	7,899	11,206
Female%	25,1	34,3	25	35,4

Table 2. 65+ Elderly Population in Germany and Italy, 2022-2060
Source:U.S. Census Bureau, International Database, Accessed Date:03.08.2022

In Germany, which has a population of 84 million in 2022, the population aged 65 and over is 19 million 332 thousand. Of this value (20.7%), 8 million 646 thousand are men and (25.1%) 10 million 686 thousand women. In 2060, it is estimated that the population of Germany will reach 77 million and the population aged 65 and over will reach 25 million. It is estimated that 11 million 540 thousand (30.1%) of this value will be men and 13 million 439 thousand (34.3%) will be women.

With a population of 61 million in 2022, there are 14 million people aged 65 and over in Italy. Of this value (20.9%), 6 million 173 thousand are men, and 7 million 899 thousand (25%) are women. In 2060, it is estimated that the population of Italy will reach 60 million and the population aged 65 and over will reach 20 million. It is estimated that 8 million 881 thousand (31%) of this value will be male and 11 million 206 thousand female (35.4%).

Life expectancy at birth is steadily increasing in Germany. In 2018; 78.5 years for men and 83.3 years for women. It is assumed that the highest rate for men will be 86.2 years and the highest rate for women to be 89.6 years in 2060.[2] In 2020, the elderly dependency rate is 36%. It is estimated that this value will increase to 58% in 2050.[3]As in Germany, a similar demographic shift is taking place in Italy. Life expectancy at birth is increasing. In 2018; 80.4 years for men and 85.4 years for women. It is assumed that life expectancy at birth in 2060 will be the highest 86.7 years for men and the highest 91 years for women.[4] The elderly dependency ratio for 2020 is 39.5%. It is estimated that this value will increase to 74.4% in 2050.[5]

1. Elderly Employment

When it comes to the employment of the elderly, the most important problem that needs to be explained is who is the elderly employee? is the answer to his question. For the answer to this question, an age research was conducted in two ways:

I. Age criteria for the elderly adopted by international organizations: Elderly population: 60+ according to the World Health Organization[6] and 65+ according to the OECD.[7] An elderly person is defined as 60+ according to the UN[8] and 65+ according to UNESCO.[9]

II. The age criterion adopted in the Age Discrimination in Employment (ADEA) in the USA: According to the law, there is a ban on discrimination against employees aged 40 years and older. Those who refer to the law define people aged 40 and over as elderly employees. Looking at the US age discrimination law, it can be seen that the age of 40 is not used for older employees, but only for employees who are subject to age discrimination as the lower limit. As a matter of fact, critics of this law argue that the prohibition of discrimination should

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[2] Statistisches Bundesamt (Destatis), "Durchschnittliche Lebenserwartung bei Geburt bis 2060", Bevölkerungsvorausberechnung, (06.08.2022).

[3] Organisation for Economic Co-operation and Development (OECD), Old-age dependency ratio, Percentage, 2000 – 2050, (07.08.2022).

[4] U.S. Census, International Programs Center, International Database, Italy, (07.08.2022).

[5] Organisation for Economic Co-operation and Development(OECD), *Ibid*.

[6] World Health Organization (WHO), Ageing, Home-Health Topics-Ageing, (27.03.2022).

[7] Organisation for Economic Co-operation and Development (OECD), Elderly Population, OECD data, (27.03.2022).

[8] United Nations High Commissioner for Refugees (UNHCR), Older Persons, UNHCR Emergency Handbook 2.

[9] United Nations Educational, Scientific and Cultural Organization (UNESCO), Elderly İlliterate Population, UNESCO Institute of Statistics, 2022, (27.03.2022).

apply not only to those aged 40 and over, but to all age groups.[10] Moreover, the Older Americans Act of 1965 (OAA), which was passed before the age discrimination Act of 1967, was passed to provide comprehensive services to the elderly. The law also empowers the government to provide funding for supportive services. according to the law, which was reauthorized with the last regulation until 2024; seniors are considered to be 60 years old and older.[11]Today, the age at which workers apply for Medicare in the United States is 65.[12]

In addition, the full retirement age for those born in 1960 and later has been set at 67.[13]In the light of the above explanations, it can be said that older employees are workers in the "60+" or "65+" age group.The continent with the highest elderly population in the world is Europe. Among the countries with the highest proportion of elderly population in Europe are Italy (22.8%), Greece (22.7%), Germany (22.6%), Finland (22.6%).[14] Considering the employment rates of the elderly by age groups and genders of these countries; For men 65+, the highest increase appears to be in Germany. Countries with the highest proportion of elderly population after Germany; Finland, Italy and Greece. For women 65+, the highest increase appears to be in Germany. Countries with the highest proportion of elderly population after Germany; Finland, Italy and Greece.According to OECD data, employees in all of these countries are mostly employed in the services sector (transport, accommodation, food, finance, education, health, entertainment, administrative services, etc.).[15](Please see Table 3).

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[10] United States Equal Employment Opportunity Commission (U.S. EEOC), Age Discrimination, (10.04.2022);Cynthia Roth, Who is the Older Worker?, EHS Today,Independence OH, Jan. 1, 2009, (10.04.2022).

[11] United States Department of Health and Human Services, *Administration for Community Living* (U.S. HHS-ACL), Administration on Aging, Washington, DC, (10.04.2022); Andrea Price-Carter, *Older Americans Act Reauthorized Through 2024*, Leading Age, Washington, DC, March 31, 2020, (10.04.2022).

[12] Emily Brandon, The Social Security Retirement Age Increases in 2022, *U.S. News & World Report L.P.* Jan. 24, 2022,California, (10.04.2022).

[13] Organisation for Economic Co-operation and Development (OECD), Pensions At A Glance 2019, Country Profiles-United States, OECD, 2019, p.1.

[14] Nuri Aydın, "Dünya yaşlanıyor: Yüzde 19 ile yaşlı nüfus oranı en yüksek kıta Avrupa", *Anadolu Ajansı*, 22.03.2022.

[15] Organisation for Economic Co-operation and Development (OECD), "OECD Labour Force Statistics", OECD Labour Force Statistics 2021.

Country	2011		2015		2020	
	Male	Female	Male	Female	Male	Female
Italy						
15-64	72.8	51.4	74.1	54.1	73.5	54.7
55-59	70.7	45	78.6	51.6	81.6	57.3
60-64	30.7	13	46.2	26.4	51.8	34.9
65+	5.7	1.4	6.6	1.7	7.7	3
Greece						
15-64	77.2	57.5	75.9	59.9	75.5	59.3
55-59	74.3	39.2	72.4	38.2	79.5	48.6
60-64	40.3	20.6	37.6	21.1	50.1	29
65+	5.6	2	4.4	2.1	6.7	2.6
Germany						
15-64	82.7	71.9	82.1	73.1	82.6	75.8
55-59	85.6	72.6	86.1	76.2	87.6	79.8
60-64	56.2	38.9	62.7	50.2	67	58.7
65+	6.6	3.1	8.6	4.1	10.1	5.3
Finland						
15-64	77.5	72.7	77.4	74.4	80.2	76.6
55-59	77.5	79.3	78.6	84.6	83.9	85.2
60-64	45.6	42.6	47.8	50.3	60.2	61.9
65+	7.2	2.9	9.0	4.1	9.5	3.9

Table 3.Labor Force Participation Rate / Gender, Age (2011;2015;2020)
Source: Organisation for Economic Co-operation and Development (OECD), "Labour Force Statistics 2021"

Country (OECD)-2021	Total Population (Million)	Total Population 65+ (%)
Australia	25.7	16.8
Austria	9	19.4
Belgium	11.6	19.5
Canada	38.2	18.5
Switzerland	8.7	18.9
Chile	19.7	12.5
Colombia	51.2	8.9
Costa Rica	5.2	9.2
Czechia	10.5	20.6
Germany	83.1	22.1

Denmark	5.9	20.3
Spain	47.3	20
Estonia	1.3	20.4
Finland	5.5	22.9
France	67.7	20.9
Greece	10.7	22.7
Hungary	9.7	20.5
Ireland	5	14.8
Iceland	0.4	14.9
Italy	59.1	23.7
Japan	125.5	28.9
Korea ,south	51.7	16.6
Lithuania	2.8	20.0
Luxembourg	0.6	14.7
Latvia	1.9	20.8
Mexico	129	7.9
Netherlands	17.5	19.9
New Zealand	5.1	16.0
Poland	38.2	18.8
Portugal	10.3	22.6
Slovakia	5.4	17.2
Slovenia	2.1	20.9
Sweden	10.4	20.2
Türkiye	84.1	9.6
United States	331.9	16.8
Norway	5.4	18.1
Israel	9.4	12.2
United Kingdom	67.4	18.8
OECD	1.374.3	17.6
EU-27	447.1	21.0
World	7.875.0	9.6

Table 4.Total and 65+ population in OECD countries-2021
Source: OECD, Population[16];Elderly population[17]

The table above shows the numerical values of the OECD countries' total and 65+ populations for 2021. 65+; The country with the highest proportion of elderly population is Japan with 28.9%. Italy and Finland follow Japan, respectively. The most striking point is that the European average aged 65 and over is above the OECD average. This result shows that Europe is/will age faster than the rest of the world.

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[16] OECD, "Population", (12.10.2022).
[17] OECD, "Elderly population", (12.10.2022).

2.Employment Policies For Older Workers

At the beginning of the 20th century, it is seen that the negative effects of unemployment in the labor market were tried to be eliminated with passive labor policies. These:

- Unemployment İnsurance
- Unemployment Benefit
- Severance Pay
- Early Retirement

But; As a result of the economic crises experienced after the 1970s, it is seen that the "passive labor force" practices were replaced by "active labor force" policies. Supports such as the increase in unemployment, unemployment benefits and unemployment insurance have become a cost factor for governments. Early retirement has turned into a disadvantage and has become controversial in developed countries.Particularly in the rapidly aging labor market, active labor policies have begun to be implemented more strongly. The labor problem has pushed policy makers to seek solutions. In this context, it is understood that the following policies have become important in countries with an aging labor force:[18]

- Employment incentives: monetary benefits provided to the employer, tax reductions, etc.
- Vocational training: It is the training given in required positions in order to increase the qualifications of individuals.
- Employment programs: Working programs for the benefit of society, consultancy services.

According to the ILO, which has important recommendations for ensuring the balance in working life; measures should be taken to facilitate the access of each age group to employment and employment opportunities should not be allowed to develop to the detriment of the other group.[19]

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[18] Türker Topalhan ve Eren Öğütoğulları, "İleri Yaştaki İşsizler İçin İşgücü Politikaları Uygulamaları", *Karatahta / İş Yazıları Dergisi,* No: 2 Ağustos 2015, pp. 69-79.
[19] International Labour Organization (ILO), R162 - Older Workers Recommendation, 1980 (No. 162).

2.1 Germany

The general trend for older workers in Germany from the 1980s to the 2000s is retirement. The trend pension policy of the period is early retirement. For workers, early retirement is seen as a way out of employment, while for employers it is used as an opportunity to hire young workers. Over time, German governments have identified early retirement policies as a financial burden. The aging of the population turns into a cost factor in the long run. This situation has led to two important problems. The first of these; It put pressure on the social security system of the German State. Secondly, the country's economy needs an experienced

workforce in order to compete with the economies of other countries. It is not possible to sustain this competition with newly graduated young workers. Therefore, employers need the presence of an older labor force.[20] In addition, the general trend of German Governments in the 1990s was to support the retirement of older workers. Today, older workers are expected to remain in the workforce until they reach the legal retirement age.[21] According to the data of the Federal Statistical Office of Germany (Destatis), the country's population in 2021 is 83 million people. It is observed that this figure does not change compared to the years 2019 and 2020. The reason for this is the increased mortality rates with the COVID-19 pandemic. Looking at the history of Germany, death rates have been higher than birth rates since 1972. Despite this, it is thought that the population has not decreased thanks to the immigration advantage of the country.[22]

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[20] Winfried Schmähl, "Ageing Workforce: Firm Strategies and Public Policy in Germany", *The Geneva Papers on Risk and Insurance* Vol. 28 No. 4 October 2003, p. 575.

[21] M.-M. Dettmann and H. M. Hasselhorn, "Stay at Work – Erhalt von und Wunsch nach betrieblichen Maßnahmen bei älteren Beschäftigten mit gesundheitlichen Einschränkungen in Deutschland", Zentralblatt fur Arbeitsmedizin, Arbeitsschutz und Ergonomie, 1 March 2020, Vol.70, No.2, p. 73.

[22] Statistisches Bundesamt (Destatis), "2021 voraussichtlich erneut kein Bevölkerungswachstum", (06.08.2022).

	Age Group	2019 (thousand)	2040 (thousand)	2050 (thousand)	2060 (thousand)
Lower Immigration / Low Employment Rates	15-74	43,570	37,687	35,767	33,299
	15-19	1,193	1,162	1,031	955
	20-24	3,132	2,956	2,764	2,500
	25-34	8,838	6,908	7,449	6,900
	35-44	9,166	8,319	7,345	7,869
	45-54	10,918	9,743	8,333	7,356
	55-64	9,156	7,397	7,652	6,499
	65-69	873	777	851	825
	70-74	293	424	343	394
High Immigration / high Employment rates	15-74	43,570	42,490	42,387	41,493
	15-19	1,193	1,247	1,152	1,125
	20-24	3,132	3,294	3,130	2,957
	25-34	8,838	7,985	8,654	8,168
	35-44	9,166	9,239	8,886	9,588
	45-54	10,918	10,364	9,511	9,185
	55-64	9,156	8,306	8,968	8,247
	65-69	873	1,282	1,450	1,467
	70-74	293	772	636	756

Table 5. Forecast of Labor Force by Age Groups in Germany 2019-2060
Source: Destatis, Erwerbspersonenvorausberechnung 2020, pp.28;34.[23]

Germany's future labour force forecasts are based on six possibilities. The first is lower immigration -low employment rate. the second is moderate immigration-low employment rate. the third is the high immigration-low employment rate. the fourth is low immigration and a high employment rate. the fifth is moderate immigration-high employment rate, and the sixth is high immigration-high employment rate.[24] Table 5 shows the values of the first and sixth probabilities. The low immigration- low employment rate situation is compared with the high immigration- high employment situation. In 2060; In the first instance, the workforce aged 65-74 is estimated at 1,219 people. It is assumed that there will be 1000 more people in the sixth probability.

The increase in the elderly population means an increase in the proportion of older workers. Although the labor shortage poses a frightening threat to Germany, ensuring the

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[23] Statistisches Bundesamt (Destatis), "Erwerbspersonenvorausberechnung 2020", Ausgabe 2020, pp. 28;34.

[24] Statistisches Bundesamt (Destatis), *Ibid*, pp. 7-10.

continuity of older workers in labor markets is becoming increasingly important for the German economy.[25] It is observed that the supply-side policies implemented in Germany (policies aimed at increasing employment, preventing unemployment, etc.) and the liberal trend in the economy positively affect the employment rates of the elderly.[26] "Agenda 2010", also known as "Hartz Reforms", increased the employment of elderly people in the labor market. With this reform, the unemployment benefit periods were changed and the unemployment benefit was divided into two as I and II. In unemployment benefit II, the condition of being dependent on previous earnings has been removed.[27] In addition, active aging policies in Germany and counseling support for the elderly to develop post-retirement work plans are seen as a beacon of hope in the fight against aging.[28]

Policies for the employment of the elderly in Germany can be summarized as follows: 1-*Pension Policies*. Accordingly, -Retirement age was gradually increased from 65 to 67. -The Gradual retirement application was abolished on the grounds that it reduced the labor supply. - The right to early retirement has been made less attractive financially for the older workforce. Retiring before age 65 means receiving less pension. - Generations born in 1950 and 1952 were encouraged to retire at the age of 63. Older workers who leave after age 63 receive higher pensions. 2- *Unemployment Policies*. Accordingly, the conditions of unemployment benefit were rearranged and limited. 3-*Policies Aimed At Encouraging The Employment Of The Elderly*. - Wage subsidies. - Employment contracts for older workers (continuing from 2005 to 2015) can be counted among the incentive policies.[29] 4-*Legal Regulations*. "General Equal Treatment Law" and "Employment Protection Legislation" are accepted as an important basis for preventing age discrimination. In 2011, the government decided to provide a skilled labor force. Thus, keeping older workers in the workforce has been determined as a target. In addition to these; dissemination of age-varying good business

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[25] Michael Bruscha and Victoria Büsch, "Desire to continue working and job-related factors of older workers in Germany", Total Quality Management & Business Excellence, Aug 2013, Vol. 24 No. 8, pp. 970-971.

[26] Jürgen Bauknecht and Gerhard Naegele, "Successful yet insufficient: German policies for higher employment rates among older age groups", *Australian Journal of Social*, Vol. 51 No. 2, 2016, p. 148.

[27] Viktor Steiner, "The labor market for older workers in Germany", Journal for Labour Market Research: Zeitschrift für ArbeitsmarktForschung. August 2017, Vol. 50, No. 1, pp.3-5

[28] Frank Micheel, "The Intention to Paid and /or Unpaid Activities in Retirement. A Study of Older Workers in Germany", *Journal of Aging & Social Policy*, Taylor & Francis, 2021, Vol. 33, No. 2, p. 115.

[29] Jürgen Bauknecht and Gerhard Naegele, *Ibid,* pp. 150-157.

practices, recruitment of qualified workforce through the website, etc. applications are supported by financing provided by the Federal Ministry of Economy.[30]

2.2. Italy

Population aging in Italy is progressing faster than in other countries. Undoubtedly, this situation poses a threat to labor markets in the future. For this reason, it seems that the government has resorted to a number of measures. Retirement policies come first among these measures.[31] In addition to pension policies, education policies are also seen as a means of keeping older workers in employment. According to researches; skilled workers stay longer in business life than unskilled workers.[32] In this context, retirement and education policies should be supported by a new human resources approach in increasing the employment of the elderly. It is thought that the problem of labor shortages will be prevented by the successful management of the aging workforce by companies.[33] The activation of lifelong learning is an important tool in coping with technological developments. [34] As a result of the increase in the retirement age, the share of older workers in employment is still high today. According to the information provided by the Union of Public Employees, about 50% of employees in the public sector are employees aged 50 years and older. [35]

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[30] Organisation for Economic Co-operation and Development (OECD), "Germany-Key policies to promote longer working lives Country note 2007 to 2017", OECD 2018, pp. 6-9.

[31] Dario Focarelli and Paolo Zanghieri, "Labour Force Participation of Older Workers in Italy: Trends, Causes and Policy Issues", *The Geneva Papers on Risk and Insurance-Issues and Practice*. Vol. 30, No 4, JSTOR Journals; 2005, p. 711.

[32] Giorgio Brunello and Simona Comi, "The side effect of pension reforms on the training of older workers. Evidence from Italy", *The Journal of the Economics of Ageing,* Vol. 6, December 2015, pp. 113-114.

[33] Development and Learning in Organizations, "Italy's ageing workforce: Improving HRM practices can prevent skills shortages", Volume 26 Issue 3, Emerald Group Publishing; 2012, pp. 22-24.

[34] Vincenzo Galasso, "Aging and Productivity", *Polıcy Brıef 09*, IGIER-Bocconi&JP Morgan Chase Foundation, p.8.

[35] Michela Vignolia, Sara Zanibonib, Rita Chiesab, Carlos-Maria Alcoverc, Dina Guglielmid and Gabriela Topae, "Maintaining and engaging older workers at work: the trigger role of personal and psychosocial resources", *The International Journal of Human Resource Management 2021*, Taylor & Francis Group, Vol. 32, No. 8, p. 1732.

Age groups	2030			Labor Force Increase Rate (%)
	Population	Male	Female	
15-24	5, 916,634	2, 970,585	2, 946,049	0,9
25-49	17, 761,303	8, 711,605	9, 049,698	< 0
50-64	14, 413,068	7, 033,957	7, 379,111	1,1
65 +	16, 021,516	7, 125,890	8, 895,626	6,6

Table 6. Forecast of Workforce by Age Groups in Italy, 2021-2030.
Source: STATİSTA, Economy-Politics; U.S. Census, IDB, Population by Age, Italy, Accessed Date: 07.08.2022

According to table 6, it is estimated that the lowest increase in the labor force between the years 2021-2030 will be between the ages of 25-49, and the highest increase in the labor force will be in the population aged 65 and over. With the aging of the population in the country, the structure of the labor force also changes to a great extent. It is assumed that the share of the population aged 65 and over in the total population will be 16 million. It is seen that this value is almost the same with the 25-49 age group. According to the information extracted from Table 4; In 2030, the number of people aged 50 and over (30 million 434 thousand 584) in Italy exceeds the number of people aged 50 and under (23 million 677 thousand 937).

In Italy; Policies applied for the employment of the elderly can be listed as follows: 1-*Pension Policies*. - Raising the retirement age; With the pension reform adopted in Italy in 2011, the retirement age was increased from 65 to 67 for men and from 60 to 67 for women. With this reform, gender equality has been achieved.[36] Increasing retirement age also prevents older workers from being unemployed.[37] - Gradual softening of retirement conditions. - Consolidation of revenues; Self-employed and project workers were given the right to combine retirement + work income. -Early retirement opportunities are restricted. It has brought special provisions for those who work in heavy and dangerous jobs. 2-*Regulations In Social Assistance Policies*. - The aspects of unemployment benefit that encourage early

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[36] Angelo d'Errico, Chiara Ardito, Roberto Leombruni, Fulvio Ricceri, Giuseppe Costa, Carlotta Sacerdote, Anna Odone and the Italian Working Groupon Retirement and Health, "Working Conditions and Health Among Italian Ageing Workers", 2022: 162, pp. 1043-1044.

[37] Marco Trentini, "Retirement timing in Italy: rising age and the advantages of a stable working career", *Ageing & Society*, 2021, Vol 41, No. 8, p. 1879.

retirement have been changed. - In 2012, the relocation allowance was abolished. 3-*Legal Regulations*. - The prevention of age discrimination is legally guaranteed. - "Law on Protection of Employment" was rearranged and strict rules were introduced. 4-*Awareness-Raising Policies*. - Public awareness projects that will encourage active aging have been implemented by the state. In this context, various events were organized and a website was created in this area. 5- *Employer Practices*. - Employers have adopted approaches and practices that will support the desire of older workers to continue working. - Good management practices based on age diversity are included in collective bargaining agreements. - New job positions and flexible working styles suitable for the positions of older workers were accepted. - Workplace safety was strengthened to protect the physical and cognitive health of older workers. 6- *Education Policies*. - The education of older workers is supported by the government. - Lifelong learning is encouraged. - The public certification system in which the qualifications are verified has been adopted. - Counseling services are provided to older workers to enable them to participate in employment. In addition, employment incentives were provided to employers by the government and individuals who wanted to work independently were supported. [38]

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[38] OECD, Organisation for Economic Co-operation and Development, "Key policies to promote longer working lives in Italy - 2007 to 2017", OECD 2018, pp. 1-11.

Conclusion

Aging; has taken its place among today's phenomena. Aging is a period in which every living thing will live. Population aging is a process that is the common destiny of countries. The elderly employment policies of Germany and Italy, which are among the top countries with rapidly increasing elderly population, are important. Among the policies implemented by Germany to increase the employment of the elderly, there are retirement, unemployment, promotion of elderly employment and legal policies. When we examine the policies organized by Italy to increase the employment of the elderly, it is seen that there are many titles similar to those of Germany. In addition, the public certification system implemented in Italy is an important step for the employment of the elderly. In this context, both Germany and Italy set an example for countries with their policies aiming to reach higher rates in the elderly workforce. Other countries may adapt or develop these policies in their own countries.

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