



International Association for the
Study of Insurance Economics

10-08

17. 12. 2008

Press Release

Information on Geneva Association activities and publications

Geneva Association Information Newsletter

Silver Workers Institute www.silverworkers.ch

Geneva, 17 December 2008 – We are very pleased to inform you that, with the support of Leuphana University of Lüneburg in Germany and in collaboration with the Risk Institute in Trieste, The Geneva Association has established the Silver Workers Institute, which now has a website www.silverworkers.ch.

Based on the extensive work of the 'Four Pillars' (Ageing, Pensions and Employment) research programme of The Geneva Association and in response to demographic change, the aim of the Silver Workers Institute is to study the work environment of seniors (with a view to identifying problem areas which hamper full utilisation of this workforce) and to propose policy actions – for companies and governments.

A crucial part of this mission is to raise awareness of how the active ageing of seniors can be positive for our firms, organisations and communities, not only economically but also socially. In a changing demographic context, *Active Ageing* and *Silver Work* constitute key solutions to improved social cohesion and economic growth in future decades.

To achieve its mission, the Silver Workers Institute organises or co-organises and supports various activities, such as:

- supplying information;
- research and publications;
- seminars and conferences;
- international networking;
- consultancy services to companies and public agencies.

First Silver Workers Study in Germany

A research project from Leuphana University of Lüneburg and The Geneva Association, completed in 2007, gives a first empirical insight into the present situation and concrete expectations of paid and voluntarily active retirees (*Silver Workers*) in Germany. Research results are based on an extensive survey of around 150 active retirees ranging in age from 60 to 85 years. The study highlights crucial conditions for the increased mobilisation of this section of the population. For this reason, the study sheds light on the workplace of tomorrow and the opportunities for *Silver Workers*. The full research report was published in Working Paper Series No. 330 of The Geneva Association (August 2007), and is available for downloading at www.genevaassociation.org on the home page under "Selected Publications".

The Silver Workers Institute aims at promoting further research in the field of *Silver Work* for a deeper understanding of the working conditions for an ageing workforce.

We intend the website of the Silver Workers Institute with its News to be very active: please send us information and announcements of forthcoming events and new publications. Do not hesitate to contact us for collaboration or publications. Email address: secretariat@silverworkers.ch



SILVER WORKERS INSTITUTE

Research and Advisory Centre on Productive Ageing



After two decades of early retirement, demographic prospects and budgetary constraints have forced OECD states to rethink their welfare systems and more particularly their pension arrangements. Recent pension reforms generally include a rise in the retirement age (or an increase in the number of contribution years), greater flexibility in the age of retirement and promotion of a lengthening of the contribution period to qualify for full benefits. Briefly put, they encourage later and more flexible retirement and the combination of pensions with income from work. The European Commission has set up objectives for the employment of workers 55-64 years for 2010. New major employment trends also encourage workers to remain later at work, and companies are progressively adapting working conditions to an older workforce; they know that they will need to retain qualified *Silver Workers* later than today to meet future labour shortages.

Silver Workers are experienced workers continuing employment or work beyond 60 and without an age limit, such as pension age. They often work on a part-time basis, both in paid or unpaid employment.

Silver Work embraces all kinds of economic activities. But the concept of *Silver Work* also applies to non-remunerated activities whether in voluntary tasks or in the family and social spheres.

Silver Workers will be in great demand not only up to raised pension ages, but also in services after any reference age. Our studies, e.g. our book *Working beyond 60 – Key Policies and Practices*, have shown that the reduction of work-time is one of the key (and usually easy-to-implement) measures, to allow *Silver Workers* above 60 to contribute to the economic and social performance of our modern service economy.

The Silver Workers Institute

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Cooperating Research Organisations



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