



MINISTÈRE DE LA RÉFORME DE L'ÉTAT,
DE LA DÉCENTRALISATION ET DE LA FONCTION PUBLIQUE

France's case on active ageing

CYPRUS EUPAN PRESIDENCY



2012

Cyprus EUPAN Presidency

Foreword

- The so-called issue 'management of ages' was put forward by the previous government
- New government since May 2012 : neither a political line nor a global plan of action has been clearly defined
- However, it is clear that this issue will be addressed in the agenda in 2013
- The aim of this presentation is to give examples of good practices witnessed in the French public sector
- The measures presented here have not yet been carried out under a general government policy



The situation in France

- In 2010, 42.5% of persons between ages 55 and 64 were present in the labour market in France
- France's response to the European goals for increasing the employment rate of older workers



Demographic context for the public sector : the ageing of civil servants

- Between 1998 and the end of 2009, the average age of civil servants rose from 42.6 years to 43.4 years.
- Between 1992 and 2009 the percentage of employees aged of 50 years increased by 10%
- In 2009, 1 in 3 civil servants working for the State was aged over 50 (32.3%)
- The public administration has no choice but to tackle this issue



Issues

- Fundamental changes have been made compared to the previous scheme of early retirement.
- The goal is now to prevent employees from leaving their jobs too early and to offer them the best working conditions, so that they can stay longer in their jobs
- Fight against ostracism with regard to specific age groups, in particular to older workers
- To take into account that each agent has a different situation, different career paths, different desires, different health conditions, etc.



Framework

- Training and jobs
- Accompany the employee's professional development
- Diversify the professional paths
- Prevent risks of work incapacity due to health and improve working conditions
- Share knowledge
- Improve statistics on ages



Training and jobs

- A notebook for each agent describing one's skills and career
- Introduction of skills assessment
- Preparation for the end of one's career
- A general overview of job vacancies facilitating the access to higher responsibilities
- Establishing an overview of expert jobs, involving fixed-term projects or temporary missions.



Accompany the professional development

- Designation of a contact person in every administration
- Some ministries organise interviews with the senior management.
- Establishment of an advice service for the senior management



Diversifying the professional paths

- Obligation to make two changes of functions in an employee's career : general measures have been implemented (for example the merging of positions or professional statuses) in order to increase functional and geographic mobility.
- Obligation to change one's functions in an other ministry
- Consider the issue of motivation not only from the point of view of age, nor of the duration of one's working life, but from the point of view of career paths.



Prevent risks of work incapacity due to health and improve working conditions

- Obligation of a medical visit every 3 years for those who are 55 and over
- Establish a warning system
- Increase the number of occupational doctors
- Promote health and safety at work



Organize knowledge transfer

- Especially in highly technical matters, the development of a system whereby senior employees train those younger than them
- A young expert can help a more senior expert.



Improve statistics on ages

- Consolidate data on age: health, mobility, training
- Initiate study programmes on age management



Thank you for your attention !

