

## ENGLISH ABSTRACTS

**Aviana Bulgarelli, *Il lifelong learning come risposta al declino delle skills*, «Osservatorio Isfol», II (2012), n. 2, pp. 11-24**

The connection between ageing and competences obsolescence can affect labour force. The analysis starts from the evolution of professional profiles and discusses skills decline in older age, together with practices aimed at delaying and preventing the same decline. A skill or a set of skills cannot be acquired once and for all, but they should be kept alive and further improved while ageing. Competences updating is about to play a specific role in increasing seniors' contribution to the social and economic life. Lifelong learning is then essential for active ageing and to support innovation and growth. The article focuses on main trends in lifelong learning, paying attention to factors which may hamper or boost the participation of adult population.

**Martina Ní Cheallaigh, Veronika Remišová, Pirkko Pyörälä, *Education later in life is now part of EU policy*, «Osservatorio Isfol», II (2012), n. 2, pp. 27-39**

The article sets the scene by making the case for lifelong learning in the context of relentless change in society, work and technologies. It identifies a number of important benefits of learning later in life for active ageing and social participation, such as assuring skills renewal of older workers thus maintaining their employability and supporting their employers' competitiveness and the economy at large; contributing to the health, well-being and independence of seniors; as well as closing the digital divide. Yet, participation of older people in education and training is the lowest among all age groups. The challenge of overcoming the low participation of older adults is addressed against the background of the recession and the equally necessary EU policies targeting young people. New and more flexible learning opportunities delivered in a manner adapted to older learners' needs are emphasised, as well as guidance, validation of their previous experience, and training for mid-career change. The European Year of Active Ageing and Solidarity between Generations, 2012, provides an excellent opportunity to define the field of learning for active ageing, and to explore what older people can give back to society in terms of volunteering and intergenerational learning.



Alexandra Dehmel, Jasper van Loo, *From demographic time bomb to valuable human resource: making the most of active ageing in Europe*, «Osservatorio Isfol», II (2012), n. 2, pp. 41–54

Population ageing is a dominant trend impacting societies and economies in Europe. It has implications going far beyond the sustainability of pension and social security systems. The need to keep people active longer has sparked debates about what ageing means for learning and age-aware HR development and management as well as policies promoting active ageing. 2012, the European Year for Active Ageing and Solidarity between Generations, prepares the European Union and the Member States for the challenges that lie ahead. This article places population ageing in the wider context of other «megatrends». It discusses several barriers and obstacles to active ageing, and presents innovative ways of thinking to support active ageing.

Pieter Vanhuyse, *Do elderly voters lead to more pro-elderly biased welfare states?*, «Osservatorio Isfol», II (2012), n. 2, pp. 55–64

This article reviews recent evidence on the pro-elderly social spending bias of OECD welfare states. It shows that the cross-national variance in this variable is remarkably large, with Southern Europe and countries such as Germany, Austria, Japan, the USA, and Switzerland being most heavily pro-elderly biased. It then points out that population ageing actually cannot explain very much of this pro-elderly bias variance. For instance, countries such as Denmark, Finland and Sweden are demographically old societies, yet they boast among the lowest pro-elderly spending biases in the OECD world, due to their greater commitment to family-friendly policies, active labour market policies and similar pro-young policies. The article reviews a series of similarly counterintuitive findings about generational politics and policies as published in *Ageing Populations in Post-Industrial Democracies* (Vanhuyse and Goerres, 2012) and makes a plea for institutionally and historically richly informed explanations of the political consequences and the policy feedback effects arising from population ageing.

Bernd Marin, *Welfare in an idle society?*, «Osservatorio Isfol», II (2012), n. 2, pp. 65–74

The article is about making welfare society sustainable for the 21<sup>st</sup> century. In many European countries, Austria included, pensions and social security systems are eroded by insufficient activity and employment rates to adjust for accelerating demographic and economic challenges. Public pensions are the single most important transfer payment by the state and its most weighty social expenditure. A significant increase in actual retirement age and also in legal retirement age will be indispensable in order to cope with population ageing.

The Austrian pension system is of Bismarckian tradition, but quite unique in its mix as in organizing and financial principles. As the Swedish pension reform towards in the early 1990s has met worldwide attention, we can ask whether it could serve as a yardstick of pension modernization. Invalidity pensions are the single most important early exit pathway in Austria and a track of ever increasing importance in other countries as well. Disability welfare expansion could be seen as a potential welfare failure, rather than an unquestionable success of social policies.





**Pietro Checchucci, Roberta Fefè, *Le dimensioni sociali e lavorative della seconda parte del ciclo di vita*, «Osservatorio Isfol», II (2012), n. 2, pp. 77-93**

The process of social construction of the life cycle in Western societies seems to have entered a historical phase characterized by its profound call into question. The consideration of social and economic consequences of the demographic ageing of the population has more and more become urgent in face of the speed up that the economic and financial crisis, which exploded in 2008, has given the dynamics of the labour market and the need to develop appropriate policy responses. The contribution tackles the current structure of the portion of the life course that in our society can potentially be spent in working life. The discussion will focus on the characteristics of the evolution of the labour market and the welfare state in the post-Fordist age. In particular, there will be presented and discussed the concepts useful to give an account of the dynamics of adaptation to social roles, determined by the transformations underway in organizations and production, both at national and global level. The discussion will identify, in the conclusions, some of the unresolved issues of labour market and ageing policies, which therefore need to be addressed in relation to a medium or long term time horizon.

**Emiliano Mandrone, Sante Marchetti, Debora Radicchia, *La partecipazione lavorativa degli over 50*, «Osservatorio Isfol», II (2012), n. 2, pp. 95-114**

Current demographic trends are changing the general structure of the population as well as the workforce. The job-social security system is closely connected with demography. If workers and retirees are not in proper proportions, the cost of the pension system is unsustainable. Will people over 50's stay in the workplace be an option or a constraint?

This article describes a possible scenario of intergenerational exchange in the labour market, associated with different generations cohorts' demographic trends. It tries to explain what are the actual conditions of people over 50 who participate in the labour market than those who have retired, giving an estimate than potential early withdrawal options have taken away to the economy.

The findings processing delineates the need for a systemic approach to the issue of participation in the labour market. If you want to increase the activity rate, you will have to intervene with reforms affecting the various lifespan of people. In fact, participation is not intended as alternative options (in-out), but as modular parts of a reorganization of the labour market. The theme of active ageing must necessarily be considered as a «lens» of observation to prevent future financial strains and to develop labour and economic resources, for the recovery of the balance of the Italian system.

**Marco Centra, Massimiliano Deidda, *Quadro demografico e sostenibilità macroeconomica in Europa e in Italia*, «Osservatorio Isfol», II (2012), n. 2, pp. 115-127**

The population in most developed economies has been suffering for decades a constant process of ageing as a result of several factors, such as reducing mortality and lower birth rates, causing an increased incidence of the ageing population. The phenomenon is of particular importance in Europe as the cradle of welfare state tradition, whose financial stability is jeopardized by today's demographic challenge. This is accompanied by an increase in the phenomenon of migration to Europe from emerging countries. In terms of





financial sustainability of welfare systems, the two demographic trends acting in opposite directions: ageing reduces the contribution base and increases spending for benefits, while the increase of migration flows will help to mitigate the ageing process and to support the tax revenue. The financial sustainability of pension systems, which has been dominating the European debate for at least a decade, is worsened by the financial crisis, challenging the soundness of public finance systems of the Member States. In the following we are shaping the demographic picture in Europe and in Italy in the long-run, and the impact that demographic changes have on the financial sustainability of social security systems.

**Roberto Angotti, Stefania Belmonte, *Age gap e benefici della formazione in età matura nei primi risultati della Indagine INDACO*, «Osservatorio Isfol», II (2012), n. 2, pp. 129-149**

The demographic changes require adults to work longer. It is therefore necessary to ensure their autonomy and active participation in economic and social life, in the context of a growth model inspired by social cohesion. Learning plays a central role because can promote the maintenance or acquisition of appropriate skills.

In the framework of the knowledge society, an adequate participation of seniors in lifelong learning is essential, where the full enhancement of the potential of the mature population is a factor of sustainability and development for the European countries, or – in a more individual view – to ensure employability and inclusion of individuals in later life.

The Eurostat surveys (LFS, AES, CVTS), however, show that there is a wide distribution of the age gap in training participation in Europe. This article provides an overview of this phenomenon across Europe and in Italy. It also provides some initial results of the ISFOL-INDACO (Survey of adult learning behaviors, 2011), with regard to two crucial aspects: the characteristics of the participation in training of those aged over 54 years and the benefits of learning in aged mature.

**Claudia Villante, *Invecchiamento attivo, professionalità di cura e validazione delle competenze*, «Osservatorio Isfol», II (2012), n. 2, pp. 151-164**

The domestic services sector is increasingly considered to be an important occupational field with a high development potential. Therefore, the possibilities to create employment opportunities is strictly linked with the opportunity of learning and the possibility of recognizing and evaluating competences and knowledge developed in a working context (in particular of immigrant people).

The paper sets out the increase of expectations of households concerning the range of quality of domestic services and shows how the quality of domestic services sector is changing, in connection with the population ageing. Despite the fact that social needs are changing, only few and innovative appropriate strategies aimed at matching demand and supply of labour and to define methodology to validate the competences gained from the working setting are developed.

The Multilateral Project of Transfer of innovation financed by Leonardo da Vinci Programme gives some good practice examples in this field, designing innovative pathways for developing improved framework conditions to integrate the interventions of vocational and educational training system, labour market as well as stakeholder of social system.





Fabio Roma, Michela Bastianelli, Simona Mineo, *Invecchiamento e competenze*, «Osservatorio Isfol», II (2012), n. 2, pp. 165-176

The article aims at presenting a preliminary reflection on the Programme for the International Assessment of Adult Competencies (PIAAC) concerning the skill and ageing issues. In 2008 Italy joined the OCSE PIAAC, along with 24 other countries. The PIAAC assesses the competences of the adult population aged 16-65. Implementation and coordination of the Italian participation in the PIAAC are the responsibility of the Ministry of Labour and Social Policies. The ISFOL had the task of designing and implementing the sample-based survey with regard to the Italian territory.

The first part of this article is dedicated to a brief, theoretical framework of the relationship between skills and ageing. Several studies have found a tendency for cognitive skills to rise in the early years and then eventually decline as adults age. The second part of the article aims at presenting the analytical potentiality of data from the PIAAC. These data will potentially add considerably to the understanding of the relationship between ageing and foundation skills. In particular, the fact that data from the 1994-1998 International Adult Literacy Survey (IALS) and the 2003-2008 Adult Literacy and Life Skills Survey (ALL) will be linked with PIAAC offers a unique opportunity to examine trends over time for a wide range of countries.

