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# RESULTS OF INVESTIGATION

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# Respondents

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- 16 unemployed,
  - 16 employed,
  - 37 executive managers and personal managers.
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# Challenges of investigation

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- ❑ It was difficult to find elder people for interview: when it began interview they said that didn't know answers.
  - ❑ A lot of organizations didn't agree to participate in this investigation.
  - ❑ Some executive managers said the questions are too difficult to answer and didn't fill questionnaires.
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# Unemployment and Employment Level among BestAgers in Lithuania

Year	2008			2009			2010		
	Common(%)	Men (%)	Women (%)	Common (%)	Men (%)	Women (%)	Common (%)	Men (%)	Women (%)
Unemployment	5,8	6,0	5,6	13,7	17,0	10,4	17,8	21,2	14,4
Empoyment	53,3	59,0	48,6	49	52,3	47,6	47,8	49,8	46,0

## The most Important Factors which Impact or will Impact of Demographic Change

- Skill shortage/lack of specialized workforce
  - Work organization and operational sequences
  - Personnell Planning
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# The Main Reasons for Earlier Retirement (Women)

- Health-related reasons (the most important)
  - Family-related reasons
  - No knowledge
  - Partial retirement measures
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# The Main Reasons for Earlier Retirement (Men)

- Health-related reasons (the most important)
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## Other Activities/Jobs to Use Potentials and Experiences of Older Employees in the Company

- Age-mixed teamwork (the most important)
- Chose several answers (for example, Competence development, e.g. language or IT-courses and Age-mixed teamwork)
- Best-Agers-confidant → position within the company



# The Most Important Activities and Incentives to Encourage Older Employees to Work Longer

- Economical incitement
  - Better social work environment
  - Individually adjusted working hours
  - Individually adjusted work content
  - Competence development
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# Older Employees vs Younger Employees

- Older employees have worst adaptability to change.**
- Older employees have better professional competence
- Older employees have better or the same social competence

# Special Conditions in the Organization for elder employees

- ❑ There is no wage agreement applied in the company which contains partial retirement rules.
- ❑ Companies do not offer other working-time regulations especially for older employees

# The Main Advantages and Opportunities

- Big experience
  - Professional competence
  - Motivation to work
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# The Main Disadvantages and Risks

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- Health problems
  - Rigidity
  - Afraid of innovation and changes
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# Official Retire Age in Lithuania

- ❑ 62 years for men
  - ❑ 60 years for women
  - ❑ Future plans: the same age (62 or even longer) for both.
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# Wishes for Retire Age

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- Most women - 55-60 years and won't work anymore.
  - Men - 62 years.
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# What does job mean for elder employees?

- independence (mostly financial, specially for women)
  - Income
  - the source for living
  - communication with other people.
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# Barriers Hampering Continued Employment

- big job load (physical or mental)
  - economical/financial crisis
  - high work hours
  - little payment.
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# The Most Important Changes to Facilitate Continued Employment

- shorter work hours,
- possibility work part-time (not full time)
- separate pension money from salary
- let to retire early.



# RESULTS OF INVESTIGATION

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