



## Der demografische Wandel als europäische Herausforderung Demographic change as a European challenge

Lösungen durch Sozialen Dialog

Solutions by Social Dialogue

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Decreasing fertility rates and increasing life expectancy has led to a shift in the age structure of the workforce in EU member states. The EU and its member states try to counteract this change in demographics politically. One form of political intervention is the extension of working life (by law). This is aimed at the direct consequences of demographic change and the employment structure within companies. The EU member states' extension of working life recasts the borders between working life and retirement and it also directly influences industrial relations both within companies as well as at the collective level.

This volume addresses demographic change, political responses to it and industrial relations, all of which can be grouped together under three categories: the European Social Model and the situation of older people; demographic change, pension systems and reforms in EU states; and labour market policy and employability (of older workers). The contributions are scientific as well as practice-oriented, and they provide in part a comparative perspective by presenting the countries Germany, France, Great Britain, Italy, Croatia, Slovakia and Spain.



Inhaltsverzeichnis

<b>Vorwort der Herausgeber</b>	<b>5</b>
<b>Preface from the editors</b>	<b>8</b>
<b>Einleitung: Demografischer Wandel, Arbeitsbeziehungen und Sozialer Dialog – Analytische Ausgangspunkte</b>	<b>17</b>
<i>Harald Kohler, Josef Schmid</i>	
<b>Introduction: demographic change, industrial relations and social dialogue – starting points of analysis</b>	<b>23</b>
<i>Harald Kohler, Josef Schmid</i>	
<b>Das europäische Sozialmodell und die Situation von Älteren</b>	
<b>The European Social Model and the Situation of elderly People</b>	<b>29</b>
<b>1 Die Sozialpolitik der Europäischen Union. Entwicklungen und Perspektiven im Kontext der Debatte über ein Europäisches Sozialmodell.</b>	<b>31</b>
<i>Hans-Wolfgang Platzer</i>	
<b>2 Arbeitsmarkt und soziale Sicherung für Ältere – Entwicklungen und offene Fragen</b>	<b>63</b>
<i>Ralph Conrads, Falko Trischler</i>	

<b>Demografischer Wandel, Rentensysteme und Reformen in den Europäischen Staaten</b>	
<b>Demographic change, Pension Systems and reforms in European Countries</b>	<b>93</b>
<b>3 Rentensysteme in Europa – Unterschiede, Merkmale und Reformen</b>	<b>95</b>
<i>Harald Kohler, Josef Schmid</i>	
<b>4 Alternde Mitgliedschaften als Herausforderung und Auftrag für Gewerkschaften</b>	<b>115</b>
<i>Wolfgang Schroeder, Bettina Munimus</i>	
<b>5 The European Commission Green Paper “Towards adequate, sustainable and safe European pension systems” and the consultation contribution of the project ‘Good Old Europe’ (GOE)</b>	<b>133</b>
<i>Harald Kohler, Andrija Petrovic</i>	
<b>Arbeitsmarktpolitik und Beschäftigungsfähigkeit (von älteren Arbeitnehmern)</b>	
<b>Labour market Policy and Employability (of elderly workers)</b>	<b>149</b>
<b>6 Beschäftigungspolitische Aktivitäten der Europäischen Union im Kontext des demografischen und ökonomischen Wandels</b>	<b>151</b>
<i>Josef Schmid</i>	

<b>7</b>	<b>Leistungsfähig bis 67? Über die psychophysische Leistungsfähigkeit älterer Arbeitnehmer</b>	<b>169</b>
	<i>Kurt H. Stapf</i>	
<b>8</b>	<b>Employability and Employment of Older Workers in Europe – Strategies and Approaches in the Context of Demographic Change</b>	<b>191</b>
	<i>Ricard Bellera Kirchhoff, Dimitrios Galagas, Stewart Gold, Harald Kohler</i>	
<b>9</b>	<b>The Good Old Europe OnlineCheck – Outcomes of a transnational exchange between experts</b>	<b>209</b>
	<i>Norbert Kreuzkamp, Dagmar Bürkardt</i>	
	<b>Autorenverzeichnis</b>	<b>231</b>