

Salzburg Global Seminar

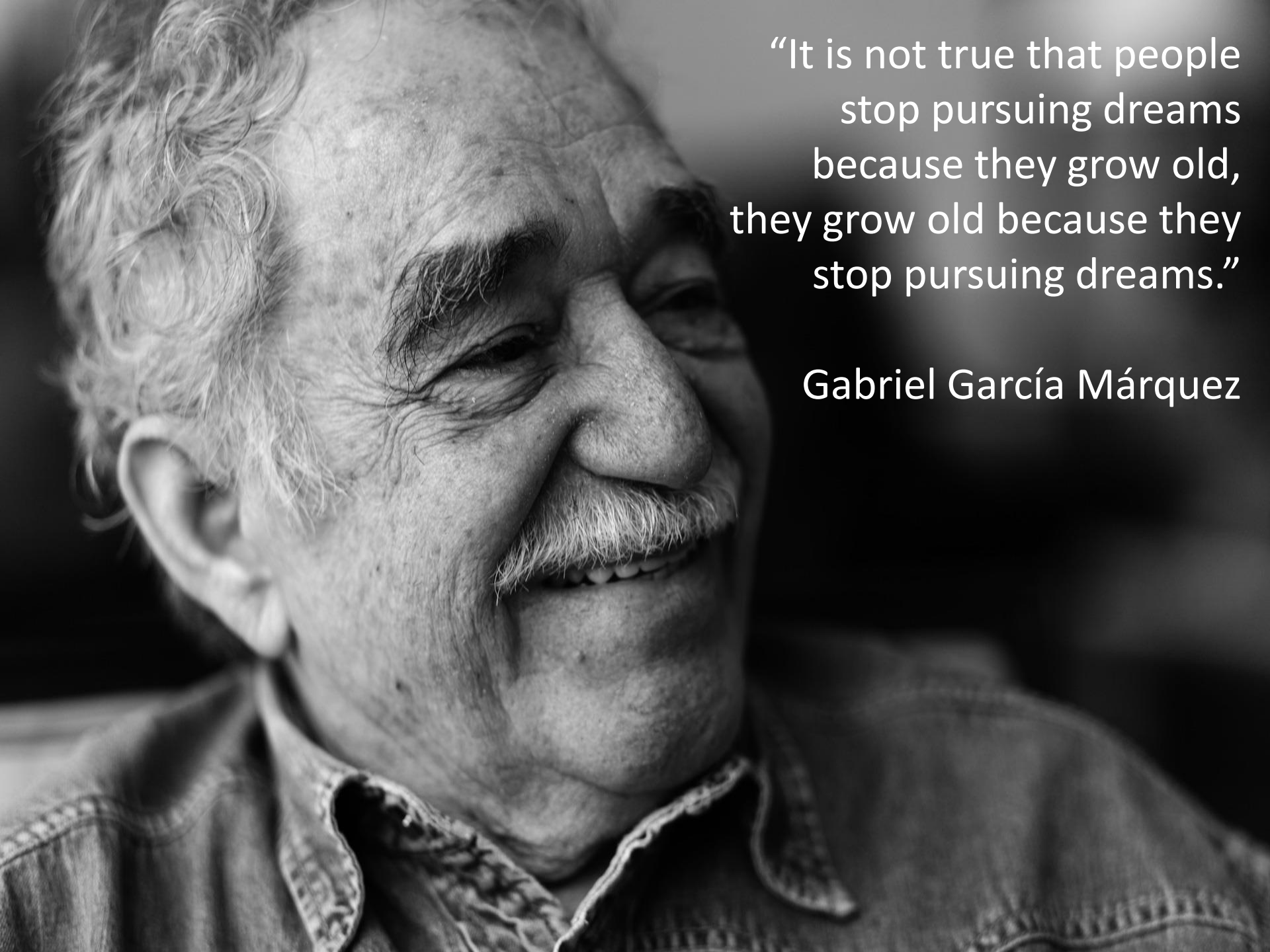
“Ageing Societies: *Advancing
Innovation and Equity*”

1-5 Nov 2015

Key Highlights



SALZBURG
GLOBAL
SEMINAR



“It is not true that people
stop pursuing dreams
because they grow old,
they grow old because they
stop pursuing dreams.”

Gabriel García Márquez

The Salzburg Global Seminar was structured around a number of key thematic themes with the main highlights and recommendations as follows:

Path to Growth and Prosperity in Ageing Societies

In a century where population demographics will be a significant driver for change, there is the imperative to take a more holistic approach to ageing:

- To support health longevity there must be a greater emphasis on healthy aging and ageing in place.
- Workplace policy transformation will be a characteristic of future years, particularly how we view productivity and adapt the workplace to suit changing psychographics of older workers.
- Continuing educational and training opportunities throughout the lifecourse must be a feature of workplaces for older people to remain active and contributing work place members.
- New thinking is required prioritize innovations in framing social protection and security for older persons especially for those in developing countries.

Designing Suitable Health and Care Systems

Population ageing is emerging as one of the critical issues for healthcare systems across the globe.

- Older people are not a homogenous group and services and funding must be adapted to meet the needs of those who are relatively well and independent to remain active members of society for as long as possible; those with chronic conditions who need some help with daily care; the older old with complex illnesses and functional limitations and those facing the end of life.
- A key priority is to develop integrated models of health and social care in which services are coordinated around the needs of individuals and populations; a sustainable system that addresses the many social determinants of health that impact health and well-being and health care costs and outcomes.

The Future of Retirement

The longevity revolution has profound implications for pension systems globally:

- In the coming decade's technological progress will alter our lives in every respect. For instance robotics and application of sensors will therefore also change our post-work live. Our traditional approach of entering the retirement phase at an arbitrary age of 65 is outdated and contradictory to the increasing trends of individualisation and longevity.
- Considering the ever growing share of automatization and robotics applied in the production of goods and services the factor "labour" should not have to carry additional burden. For that reason, alternative sources to maintain the pension systems of highly industrialized countries should be put in place, e.g. a higher share of state funding based on taxes.
- Retirement policies in most countries are rigid – policies providing opportunities to gradual retirement should be

The Future of Work and Markets

There remain some significant obstacles to raising the productivity and labor force participation of older workers:

- Measurement - there is a need for better measurement of the productive contribution of older workers, particularly as there is a need to change working arrangements to accommodate older workers. The role of older persons' experience and their contribution to productivity is seldom taken into consideration.
- There is significant implicit bias against older workers in the workforce which needs to be dealt with through implicit bias training (life long learning) and other approaches – such as appropriate changes in the working environment which are not necessarily expensive and benefit the whole work force.
- Training - older workers have significant training needs yet the returns from training and education of older workers is an area in need of further evidence and innovative practices.

Future of Families

Support for families, especially for those undertaking caring roles, remains a high priority for policy makers:

- Around the world, discourses about families place them as the most important group for older people. Yet we know little about what conditions might make for positive and supportive family experiences. Following the success of the WHO Age-Friendly Communities, and the emphasis on environments in The WHO World Report on Ageing and Health, there is a call for a global initiative to determine features of Age-Friendly Families.
- Traditional families are rapidly being replaced by a diversity of family units and the dynamics of what is a “family” in modern societies need to be better understood. For instance: multigenerational families, the impact of migration, much less “stable” families with increasing number of divorce; new definition of “family” to incorporate non-blood models.

The Future of the Social Compact

New and innovative partnerships across sectors, government and communities are needed:

- It was acknowledged that the central responsibility of government was in planning and implementing the strategic approaches to ageing.
- The indispensable role of business in promoting innovations and supporting the longevity revolution around the world can not be underestimated.
- There is a unique role for NGOs in bridging the activities of government and business.
- Recognizing that population ageing impacts all levels of government and industry sectors there must be greater emphasis on partnerships and collaboration.
- Governments should consider the establishment of dedicated departments responsible for ageing with budget allocations separate from health portfolios.

A close-up portrait of Clive James, an older man with glasses, wearing a blue shirt. He is looking slightly to the right of the camera with a gentle smile. The background is a soft, out-of-focus reddish-brown color.

Clive James

hopes the sum total of
his work will have been
useful to the world

Thank You

Greg Shaw (gshaw@ifa-fiv.org)

Director International and Corporate Relations

International Federation on Ageing - www.ifa-fiv.org