



Age management

Survey outcome:

Age group 50+ and the labour market
2019



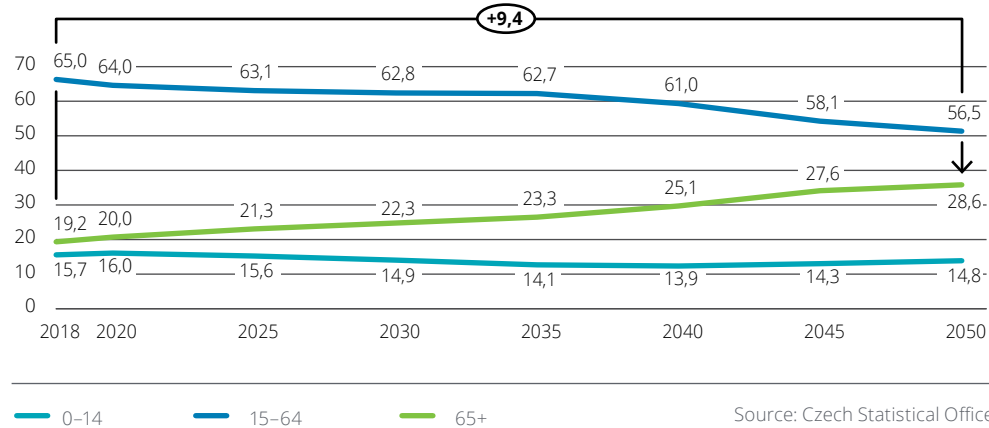
Introduction

Due to the demographic developments, age management is becoming increasingly more important, predominantly with respect to the optimal utilisation of the potential offered by age group 50+. The European Union and European Social Funds have also been already contributing to increasing the adaptability of people aged 50+ to the working environment.

Population is growing old...

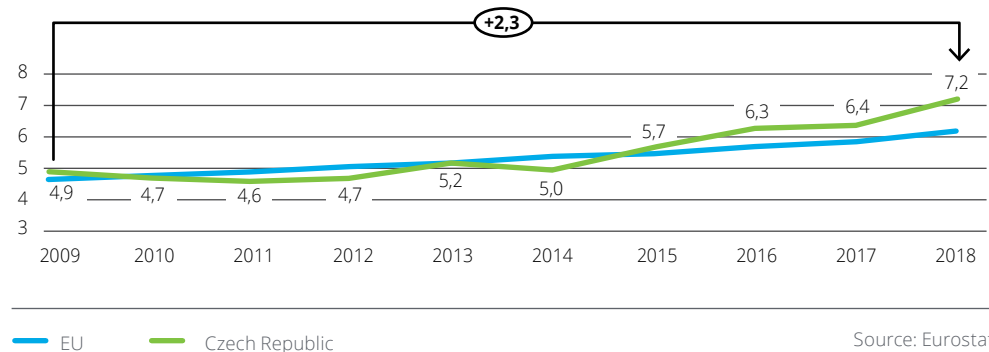
In 2050, almost a third of the population will be aged over 65.

Predicted average composition of age groups in %



At present, the number of representatives of this age group is not marginal within the economically active population. Up to 7% of economically active population belongs to age group 65+.

Percentage of economically active population (65+) in %



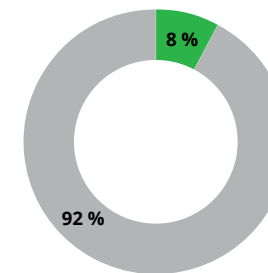
However, what are the factors supporting the employment rate of this age group and, contrarily, what makes the ability to work more difficult for people aged 50+? This is an example of questions we have asked at Deloitte.

A survey conducted among people aged 50+ in spring 2019 resulted in the findings as follows.

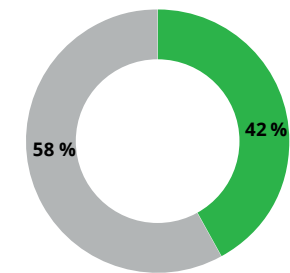
Education increases work success for older population

Involuntary termination of employment more frequently relates to respondents with lower education (92%), while almost half of survey participants with university or secondary education terminate their employment voluntarily when they decide to do so (42%).

Apprentice school, primary school



University, secondary school



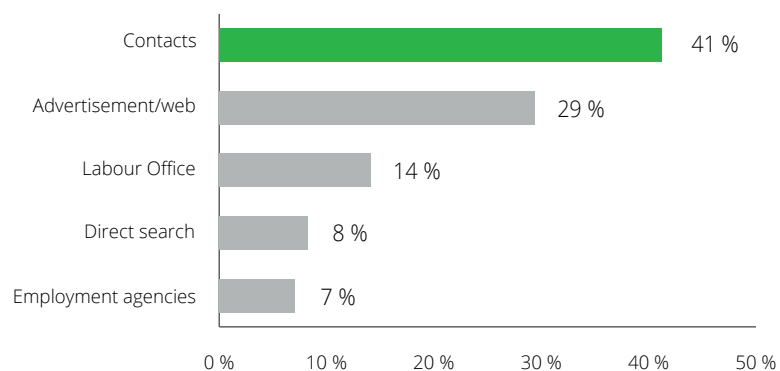
Voluntary termination

Involuntary termination

Source: Deloitte survey

Network of friends and contacts are crucial for older population when looking for a job

The most frequent channels used when looking for a job

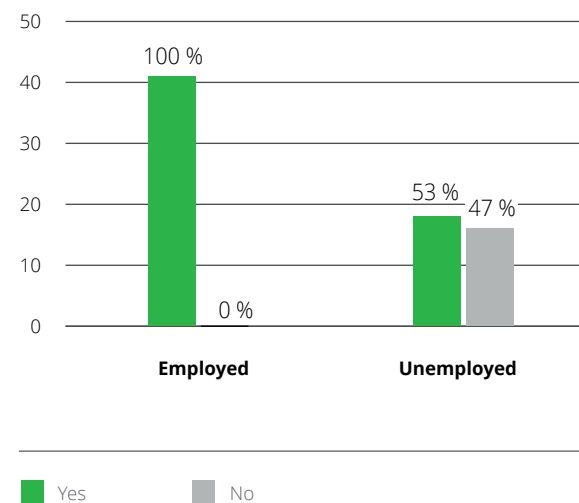


Source: Deloitte survey

Employment supports life satisfaction

All of the employed respondents said that they were satisfied with their current life situation, with only 50% of unemployed respondents providing the same answer.

Satisfaction with life situation

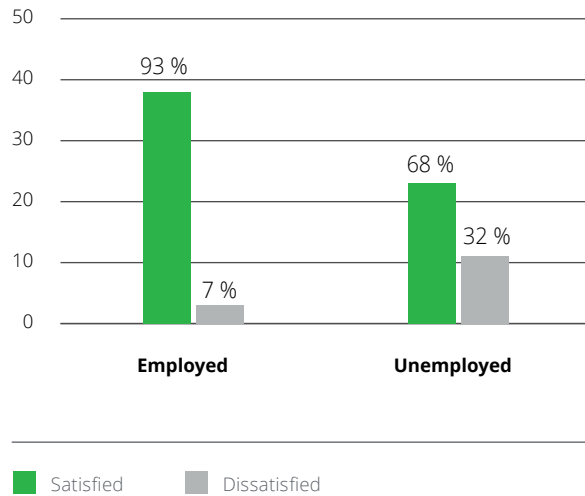


Source: Deloitte survey

Employment also supports financial satisfaction

While almost all employed respondents feel satisfaction with their current financial situation, more than a third of the unemployed are dissatisfied in this respect.

Satisfaction with the financial situation

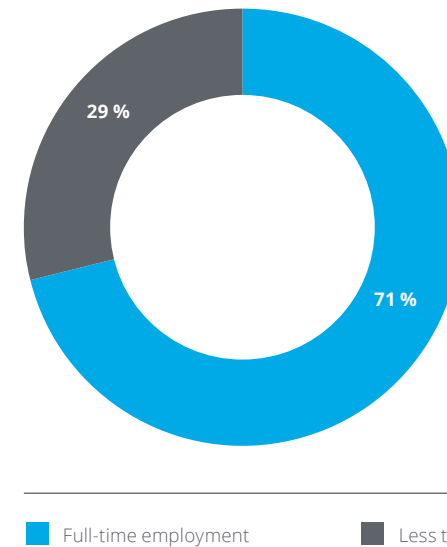


Source: Deloitte survey

Companies are still unwilling to offer part-time employment

The survey results show that representatives of older population do not want to have a full-time employment, although up to 70% of the employed respondents currently have this working arrangement. This is an indication that companies are not prepared for flexible work arrangements that are attractive for this age group.

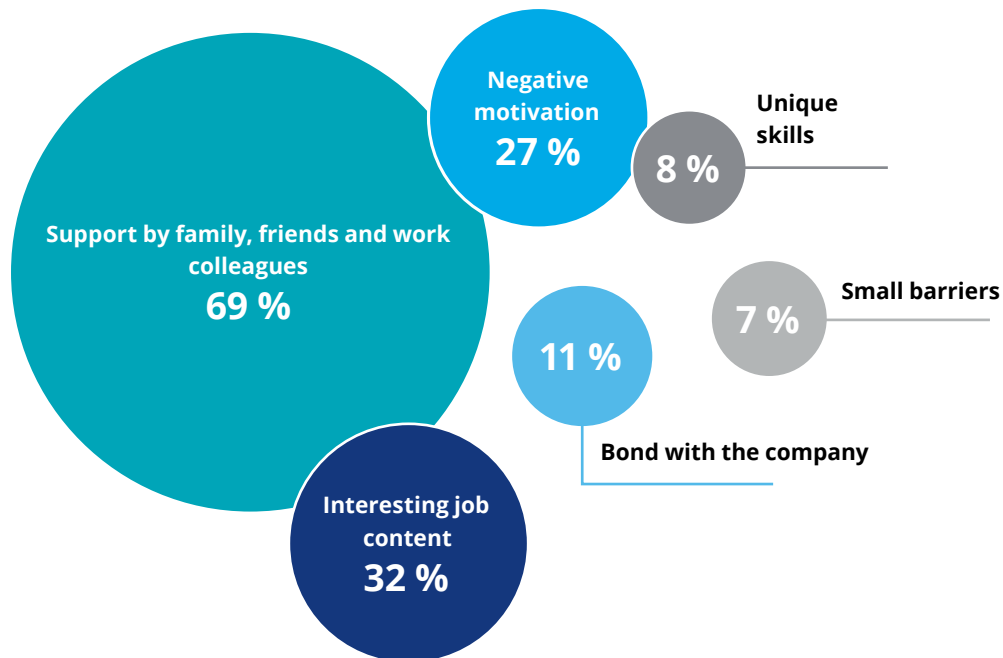
Type of employment



Source: Deloitte survey

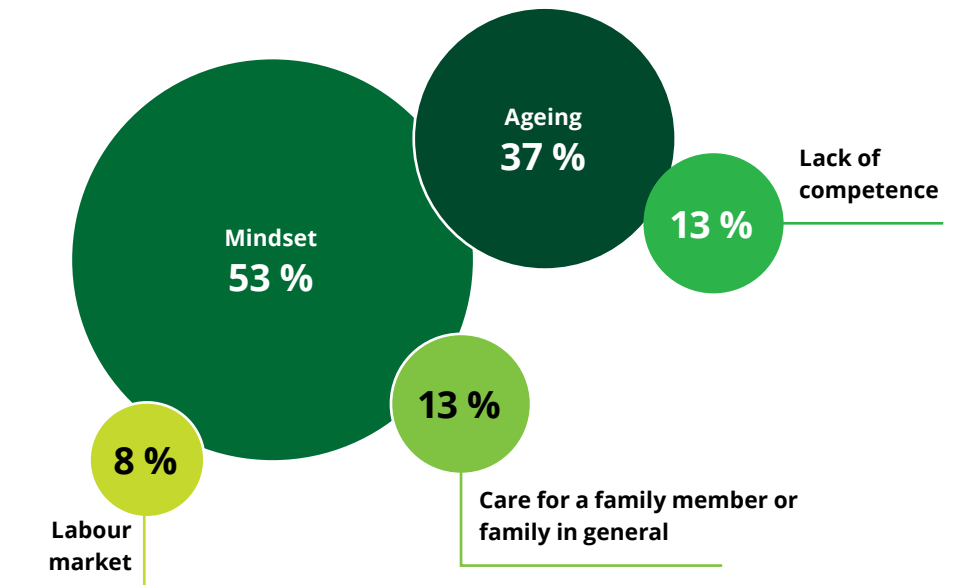
What are the enablers and barriers for older generations in terms of finding and retaining a job?

What are the enablers for older generations?



Source: Deloitte survey

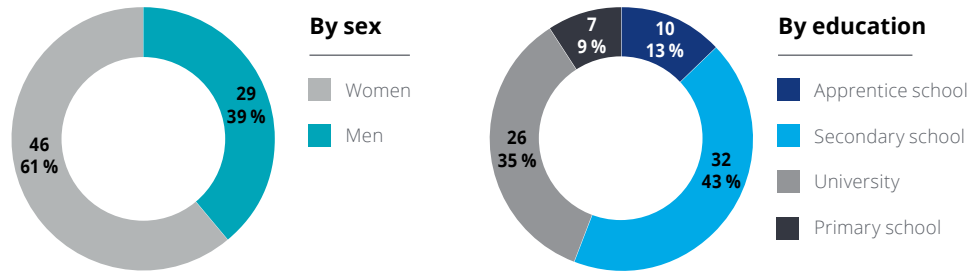
What are the barriers for older generations?



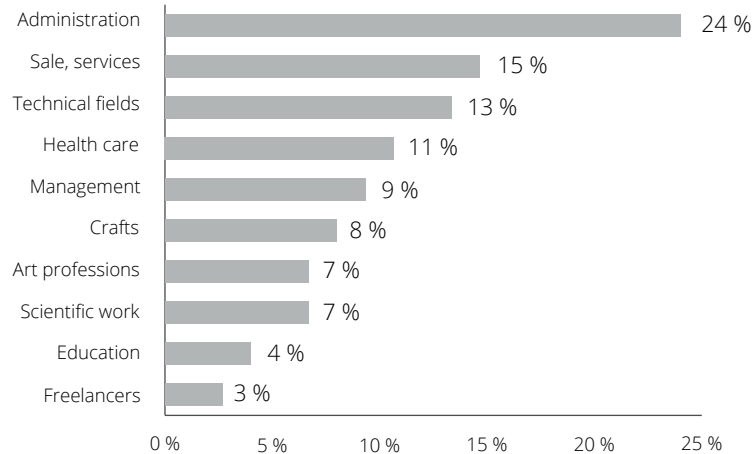
Source: Deloitte survey

Description of respondents

Composition of the survey participants: 61% of women, 35% of university graduates and 24% of respondents from various administrative professions.



Professional categories



Source: Deloitte survey

What are the specific recommendations of Deloitte to employers?

- Do not be afraid of employees aged 50+. Consider the 50+ candidates in selection process.
- Facilitate the integration of older colleagues. Make the conditions more flexible and learn how to use shorter working arrangements (FlexJobs).
- Create jobs that are suitable and attractive for older employees, providing them with opportunities for using their experience.
- Identify areas suitable for the transfer of know-how.
- Make sure that older workers are not penalised for things they do not know and which are difficult for them to learn.
- Support intergenerational dialogue.
- Commence strategic management of diversity.

Do not hesitate to contact us if you wish to obtain more details concerning the survey.
All the best in your endeavours!

Pavel Šimák
Director, Human Capital
Advisory Services

Contact



Pavel Šimák
Director, Human Capital
Advisory Services
+420 606 629 999
psimak@deloittece.com

TOP HR trends in the Czech Republic in 2019 with regard to significance

Top 5 HR trends in the Czech Republic

- 86 %** From employee experience to human experience
- 83 %** Learning
- 82 %** Leadership for the 21st century
- 77 %** Talent mobility
- 69 %** Accessing talent

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