

**Ministry of Welfare
of the Republic of Latvia**

**"Report on the Implementation of the Madrid International Plan of
Action on Ageing and its Regional Implementation Strategy in Latvia
in 2012-2016"**

2016

Table of contents

Abbreviations.....	3
Part I.....	4
Executive summary	4
General information.....	6
1. Ageing situation in Latvia	7
2. Method	9
Part II	10
1. Actions and progress in implementation of the Madrid International Plan of Action on Ageing and its Regional implementation Strategy	10
2. Conclusions and priorities for the future	22
Annex: statistics for active aging index indicators	24

Abbreviations

ALMP	active labour market policy
ESF	European Social Fund
EU	European Union
MoH	Ministry of Health
MoW	Ministry of Welfare
SEA	State Employment Agency
SSIA	State Social Insurance Agency

Executive summary

Current demographic trends in Latvia show ageing and depopulation trends and as a result solutions suited to the Latvian situation should be found to ensure economic growth and sustainable social policy. In order to carry out a comprehensive analysis of the active aging situation and develop appropriate solutions, the Ministry of Welfare implemented the project “Latvia: Developing a Comprehensive Active Ageing Strategy for Longer and Better Working Lives”, within which the World Bank carried out the study "The Active Aging Challenge for Longer Working Lives in Latvia"¹ including evidence-based recommendations for the improvements in active ageing situation. At the same time a strategic partnership with Austria, Poland and Estonia was formed in order to exchange good practices and experience. As well topical issues were discussed in seminars with involved institutions, social partners and non-governmental organizations. Based on the results of the project and active aging study, in 2016 the conceptual report "Active aging strategy for longer and better working lives in Latvia"² was developed for further improvement of the situation. Taking this into account the "Report on the Implementation of the Madrid International Plan of Action on Ageing and its Regional Implementation Strategy in Latvia in 2012-2016" is based on the results of project and active ageing study as well as the prepared conceptual report.

The older population in Latvia is characterized by high labour market participation, which is above the EU average. In addition according to the changing economic, social and demographic conditions in Latvia the retirement age is gradually increased, thus enabling labour market to respond to the economic and social consequences of population ageing.

Previous analysis of the active aging situation has allowed to identify a number of significant achievements. In the field of employment the older population³ in Latvia is characterized by high labour market participation, which is above the EU average. In addition according to the changing economic, social and demographic conditions in Latvia the retirement age is gradually increased, thus enabling labour market to respond to the economic and social consequences of population ageing. As well availability of complex active labour market policy (hereinafter – ALMP) measures in accordance with individual needs, facilitates the ability of older unemployed people⁴ to work longer and contributes to their competitiveness in the labour market.

¹ World Bank, study "The Active Aging Challenge for Longer Working Lives in Latvia", http://www.lm.gov.lv/upload/aktualitates2/wb_lv_active_aging_report_011015.pdf

² Ministry of Welfare, conceptual report "Active aging strategy for longer and better working lives in Latvia", <http://polsis.mk.gov.lv/documents/5688>

³ In the context of the report term *older people* is referred to the population aged 50 years and older, indicating if otherwise.

⁴ The unemployed status is granted for persons till the age that entitles one to receive the old age pension. In 2016 the retirement age was 62 years and nine months.

At the same time significant challenges are related to unemployment and especially long-term unemployment risk because older people who have lost their jobs usually are looking for new job opportunities for a longer time period than younger generations and therefore a loss of work can mean also a complete exit from the labour market. Given that better educated and healthy people have better quality of life, they want to stay longer in the labour force as they grow older and are also capable of working longer, the primary focus in Latvia should be on increasing of human capital. In addition, education and promotion of health contribute to an inclusion of aging population and their participation in society as well promoting the quality of life and independence.

Given that better educated and healthy people have better quality of life, they want to stay longer in the labour force as they grow older and are also capable of working longer, the primary focus in Latvia should be on increasing of human capital.

Meanwhile an important aspect affecting the labour market situation of the older population and their full integration and participation in society are stereotypes of society and particularly of employers, associating this age group with health problems, absence from work, lower productivity, lack of motivation to accept change, unwillingness to be involved in training, which often are not justified. Stereotypes and too low evaluation of abilities hinder proper alignment of labour market supply and demand, as well as full integration into society. Thus it is necessary to continue to promote cooperation among different generations and reduce stereotypes against older people.

With regard to challenges of the active aging situation, attention should be paid also to caring responsibilities of family members. Children and older population care services as well as related flexible work organization solutions promote older people to stay longer in the labour market and work-life balance options. Thus, in the Latvian situation it is essential to expand care services for children and especially for older persons.

In the current demographic situation it is necessary to implement targeted active aging policies that mitigate negative factors of aging related to increasing demographic burden and allow to use of the opportunities provided by the larger share of the older population in order to improve the active ageing situation. Thus, in the situation of Latvia it is significant to continue the current policy of employment, education, health, social security and other related areas and analyse their impact on the overall situation of active aging as well as to develop new initiatives to improve the situation.

General information

1. Latvia
2. Name and contact details of the author(s) of the report: Krista Brantēvica - Senior Expert of the Labour Market Policy Department of the Ministry of Welfare of Latvia (e-mail: Krista.Brantevica@lm.gov.lv).
3. Name and contact details of official national focal point on ageing: Elīna Celmiņa - Director of the Social Inclusion and Social Work Department of the Ministry of Welfare of Latvia (e-pasts: Elina.Celmina@lm.gov.lv) (during the absence of Evija Kūla - Senior Expert of the Social Inclusion and Social Work Department of the Ministry of Welfare).
4. Name, reference, and date of adoption or status of preparation of national strategy, action plan or similar policy document on ageing: conceptual report “The Active Ageing Strategy for Longer and Better Working Lives in Latvia”⁵ adopted by the Cabinet of Ministers on 7 September, 2016.

⁵ Ministry of Welfare, conceptual report “The Active Ageing Strategy for Longer and Better Working Lives in Latvia”, <http://polsis.mk.gov.lv/documents/5688>

1. Ageing situation in Latvia

Current demographic trends in Latvia show population ageing and decline, especially among working-age individuals, resulting in a decrease in the share of the working population and new challenges for ensuring economic growth and sustainable social policy. Since 1990 the population of Latvia has fallen by more than a fifth, and at the beginning of 2016 there were 1 968 957 permanent residents in Latvia, of whom 40% were aged 50 and over. This age group accounts for 28% of the working age (51-61 years) population. An aging population is largely affected by the relatively low birth rate, emigration, especially among younger and middle-aged population, which intensified after the EU accession and during the economic crisis, as well as relatively slow increase in life expectancy.

In order to mitigate the negative aspects of an ageing society, solutions suited to the situation in Latvia shall be found to achieve longer and better working lives and the overall improvement of the life quality. In the field of employment a relatively high share of older people in Latvia participate in the labour market, whereas the main challenge is unemployment and especially long-term unemployment arising from such factors as lower mobility, in terms of both change of employment and return to the labour market, stereotypes of employers, education and health, as well as care responsibilities.

With regard to education, it is common in Latvia that, despite the fact that the role of cognitive and socio-emotional skills in the labour market is growing, involvement in adult education is relatively low. This is due to lack of interest of employees and companies, cost, lack of time, availability of information and programmes, as well as the structure of the economy and businesses. Concerning the lack of interest by employees it might be related to learning habits as current older generation have got their formal education in a period, when requirements of labour market were more predictable and the obtained education was a stable contribution for the entire working life.

Similarly active ageing is limited by disability and chronic diseases (cardiovascular, oncological, muscular, skeletal and connective tissue diseases), as well as indirectly due to unhealthy eating habits, lack of exercise and regular physical activity. At the same time there are significant inequalities in health status and doctor visits, depending on educational attainment and income level.

By contrast, in the field of social security due to the economic crisis until 2012 the risk of poverty for the pre-retirement age population was greater than for people aged 65 and over, which was mainly due to receipt of pension. In recent years, this trend has changed, and in 2013 and 2014 the age group 65 years and older faced the highest risk of poverty in, which can be explained by the improvement of economic situation in other age groups. However, in future Latvia might face the challenge of pension adequacy, as a result of which pensions might not have such a significant impact on reducing the risk of poverty.

Finally regarding intergenerational solidarity cooperation of different generations and reduction of stereotypes towards older people are few of the challenges in Latvia, which are planned to be promoted through the employment prism by informing of the benefits of mixed-age teams and by contributing to the intergenerational transfer of experience.

Also, despite the average indicators of the labour market, health and education levels, there is a significant inequality in the active ageing trends of Latvia's population.

Employment, health, and participation in lifelong learning vary considerably among different population groups with regard to gender, education level or geographic aspects.

2. Method

With the support of the EU in Latvia an active ageing project „Latvia: Developing a Comprehensive Active Ageing Strategy for Longer and Better Working Lives" (hereinafter – active ageing project) was implemented from March 2014 to February 2016. The objective of the project was to develop an evidence-based and comprehensive active ageing strategy in Latvia that would facilitate longer and better working lives taking into account the considerable demographic challenges that the country is currently facing.

Following specific objectives were defined within the project:

- to analyse the profile of the population aged 50 and older (further - 50+) (economic activity, level of education, health, others) and their labour market participation characteristics;
- to identify main obstacles, incentives and disincentives for the 50+ population to stay in the labour market;
- to assess the existing measures and identify applicable best practice examples for active and healthy ageing;
- to outline the challenges for healthy ageing and the policy measures needed to support better health outcomes for 50+;
- to evaluate the steps needed to improve the provision (both public and private), participation and effectiveness of lifelong learning activities;
- to prepare evidence-based recommendations for developing a comprehensive active ageing strategy.

Within this project the World Bank carried out a study “The Active Aging Challenge for Longer Working Lives in Latvia”⁶ (hereinafter – active ageing study) and gave recommendations for the improvements in active ageing situation and for developing an active ageing strategy. At the same time the Ministry of Welfare (hereinafter - MoW) formed strategic partnership with the Austrian Federal Ministry for Labour and Social Affairs and Consumer Protection, Ministry of Labour and Social Policy of Poland and Ministry of Social Affairs of the Republic of Estonia in order to exchange good practices and experience during study visits and seminars. Seminars covered general active ageing issues as well as specific topics, such as employment, health, social security and care for family members with the participation of representatives of ministries and institutions, international organizations and non-governmental sector.

Based on the results of the project and active aging study, in 2016 the conceptual report "Active aging strategy for better and longer working lives in Latvia"⁷ (hereinafter - the conceptual report) was developed, which includes the solution for the improvement of the active aging situation. Taking this into account the "Report on the Implementation of the Madrid International Plan of Action on Ageing and its Regional Implementation Strategy in Latvia in 2012-2016" is based on the results of project and active ageing study as well as the prepared conceptual report, which was developed with the contribution of involved ministries and institutions as well as social partners. At the same time additional information on measures taken and the implementation progress of the Madrid Action Plan was received from the involved ministries.

⁶ World Bank, study “The Active Aging Challenge for Longer Working Lives in Latvia”, http://www.lm.gov.lv/upload/aktualitates2/wb_lv_active_aging_report_011015.pdf

⁷ Ministry of Welfare, conceptual report “The Active Ageing Strategy for Longer and Better Working Lives in Latvia”, <http://polsis.mk.gov.lv/documents/5688>

Part II

1. Actions and progress in implementation of the Madrid International Plan of Action on Ageing and its Regional implementation Strategy

Goal 1: Longer working life is encouraged and ability to work is maintained

In order to promote longer participation of older employees in the labour market and ensure sustainability of the Latvian pension system, as life expectancy increases, starting from 2014 the statutory age is gradually increased (see the description of the goal 2). At the same time with the increase of the retirement age attention is also drawn to support measures aimed at the older population's ability to work longer. To provide support to the older persons and improve their labour market situation, the MoW has developed a conceptual report, which aims to promote longer and healthier working lives of Latvia's population and to improve the overall economic situation. Considering that, in order to improve the active ageing situation and to extend the working lives of the population, policy improvements are needed in several related areas, the following lines of action were put forward to develop the active ageing strategy: (1) employment – older people inclusive labour market; (2) education – educated and competent older employees responding to the changing labour market conditions; (3) health and active lifestyle – healthy and physically active older people who lead active and independent lives as long as possible and (4) social security – socially protected older people.

Since there are stereotypes against older workers in Latvia by relating them to lower productivity, the conceptual report includes informative activities to reduce prejudices against the older population and to provide information on ways how to encourage longer working lives. Also support measures aimed at the preservation of older employed persons' ability to work and employment are planned. In order to promote job quality according to the needs of older workers, it is planned to carry out assessments of the work environment and human resource potential regarding the knowledge and skills of older employees as well as professional suitability by assessing employees' health and determining appropriate work. According to these assessments support measures for older employees will be implemented in order to promote their abilities, skills and health including workplace adaptations, flexible work forms, career counselling, training opportunities, health improvement measures, as well as promotion of intergenerational skills. At the same time linkage to adult education will be provided, directing to adult education programs those employees who need to improve their professional qualifications in order to continue working or take up work in a new, appropriate position. In addition a separate set of measures will be also focused on the activation of long-term unemployed, promoting placement in suitable permanent work or training, thereby simultaneously reducing the risk of social exclusion. Accordingly, Cabinet Regulation No. 504 "Implementing regulation of the Operational Programme's "Growth and Employment" specific objective No.7.3.2. "To prolong preservation of capacity for labour and employment of older employees""⁸ is adopted. These measures are planned to be implemented in the period till 2022.

⁸ Cabinet Regulation No. 504 "Implementing regulation of the Operational Programme's "Growth and Employment" specific objective No.7.3.2. "To prolong preservation of capacity for labour and employment of older employees"", <http://likumi.lv/ta/id/283953-darbibas-programmas-izaugsme-un-nodarbinatiba-7-3-2-specifiska-atbalsta-merka-paildzinat-gados-vecaku-nodarbinato-darbspeju>

At the same time, to ensure safe and healthy working environment and promote creation of quality jobs and prolongation of working lives and thus also improving the economic situation of enterprises and state as well as the general public welfare level, on January 19, 2016 the Labour Protection Policy Guidelines for 2016-2020⁹ were adopted. According to the direction of actions of these guidelines "promotion of employees' health protection" it is planned to implement a number of tasks, which in general contribute to improving quality of life of persons affected by occupational diseases and a faster return to full-fledged life, as well as reduction of enterprises' and government's expenditures related to the inability to work due to occupational diseases. Thus, it is expected that these actions will have a positive impact on entrepreneurship, economy and society as a whole. The aim of this direction of actions in general is health promotion of employees, thus leading to longer and higher quality working lives.

In order to implement mentioned guidelines the "Labour Protection Development Plan for 2016-2018"¹⁰ are adopted on January 26, 2016 and implementation of most measures have already been initiated. In order to ensure public awareness and understanding of occupational health and safety issues in 2016 several discussions and seminars with a special focus on ageing, occupational health, health promotion issues in the workplace have taken place. As well video and informative materials for employees, employers and society as a whole have been developed. Concerning occupational health also a working group with an aim to develop proposals for an earlier diagnosis of occupational diseases was established. Meanwhile for more effective implementation of labour protection requirements new interactive working environment risk assessment tools and guidelines for specific fields constantly are being developed. In 2016 special focus was also directed to the preventive inspection of companies in hazardous industries,

Also, in addition to preventive support measures for older workers and activation measures for long-term unemployed, the State Employment Agency (hereinafter - SEA) is already providing support to those older people till the retirement age who have dropped out of the labour market by offering support for job-search assistance as well as skills development, training and employment opportunities. However, older people at the retirement age can receive career consultations as well as measures to increase competitiveness aimed to promote the competitiveness in the labour market by providing psychological support, acquiring job seeking methods and basic abilities and skills demanded in labour market.

Substantial benefits have provided the introduction of the profiling system, which helps to diversify support for the registered unemployed with an aim to shorten the period of unemployment and prevent potential risks that could delay return in the labour market by providing most appropriate support, measures and intensity. The task of the profiling is to quickly identify registered unemployed persons to whom, according to the changing labour market requirements, support is needed primarily and accordingly adjust the recommended range of services and the time of receipt.

Evaluation of the ALMP outcomes (evaluation of employment and wages 18 months after the completion of the measures, using quasi-experimental research methods and available data) within the World Bank study "Latvia: "Who is

⁹ Ministry of Welfare, "Labour Protection Policy Guidelines for 2016-2020", <http://polsis.mk.gov.lv/documents/5480>

¹⁰ Ministry of Welfare, Labour Protection Development Plan for 2016-2018, <http://polsis.mk.gov.lv/documents/5485>

Unemployed, Inactive or Needy? Assessing Post-Crisis Policy Options”¹¹ of 2013 concludes that vocational training and non-formal education programs for the unemployed significantly improve labour market outcomes. However, substantial differences in relation to the different labour market outcomes are identified between types of programs and within each program type. Similarly, there are differences between genders and age groups concerning effectiveness of program types. The results of non-formal training shows that for women aged 50 years and older, the best performing programs include English language training with preliminary knowledge and driving training, but for men in this age group the best labour market outcomes have programs of project management and state language training with previous knowledge.

Effectiveness of the ALMP is shown also by the placement results after completion of ALMP measures. Overall as shown by the SEA data, approximately 40% of all unemployed aged 50 years and older who are recruited, previously have completed any of the ALMP measures (participation in short-term measures, such as info days, are not counted). At the same time placement rate for the unemployed target group after the completion of ALMP measures is higher, which shows support measures are particularly important for this groups.

As a result of the overall economic situation improvement and implemented policies the labour market situation of older people have improved during the reporting period. In 2015 employment rate for the age group 50-64 years in Latvia was 64.8%, while in the EU it was 61.8% (Eurostat). At the same time, there are significant differences depending on the education level. The employment rate of older people, especially women, with low education level (primary or lower) is similar to the European countries with the worst employment figures. Also, despite the positive developments, challenges are visible regarding the unemployment situation. In 2015 the unemployment rate of older population in Latvia was 9.7%, while the EU average figure was 7.1% (Eurostat). In addition, this age group has significantly higher long-term unemployment risk than younger people. In contrast to the younger population, which unemployment period usually is relatively short, older people who have lost their jobs, usually look for new job opportunities for longer period of time.

With regard to the gender approach during the reporting period the "Plan for Gender Equality for 2012-2014"¹² (hereinafter - Plan for Gender Equality) was adopted, which was the main policy planning document for gender equality policy in Latvia. The plan included a number of activities to promote gender equality in employment. In order to raise public awareness of gender equality aspects and thus combat restrictive stereotypes of persons of all ages, according to the plan the MoW implemented public awareness measures including activities in social media, informative materials, press releases, outdoor advertising, contemporary art exhibition etc.

As well legal protection of self-employed workers and spouses in accordance with the principle of equal treatment is improved through appropriate amendments to the Associations and Foundations Law¹³ and the Natural Persons - Performers of Economic Activities Non-discrimination Law¹⁴. The law, inter alia foresees the

¹¹ World Bank, study "Latvia: “Who is Unemployed, Inactive or Needy? Assessing Post-Crisis Policy Options””, http://www.lm.gov.lv/upload/aktualitates/latvia_compwbs.pdf

¹² Ministry of Welfare, "Plan for Gender Equality for 2012-2014", <http://polsis.mk.gov.lv/documents/3878>

¹³ Associations and Foundations Law, <http://likumi.lv/doc.php?id=81050>

¹⁴ Natural Persons - Performers of Economic Activities Non-discrimination Law, <http://likumi.lv/doc.php?id=253547>

prohibition of differential treatment based on sex, age, religion, political or other opinion, sexual orientation, disability, race or ethnic origin to performers of economic activities in relation to approach to economic activity as well as offering and providing of goods and services. Additionally, justification factors for different treatment, action in case of different treatment and legal protection for performers of economic activities are stipulated in the law.

In turn, given the still limited involvement of women in business, the Plan for gender equality included the in-depth study “Women in entrepreneurship”¹⁵ carried out by the research agency “Latvian Facts” in 2012. The study included the analysis of the situation of women in large enterprises and as entrepreneurs as well as development of recommendations for the less represented gender in business according to the assessment of identified obstacles. At the same time within the framework of the plan awareness is raised concerning the pay gap between women and men, taking into account their impact on the pension gap, which can potentially arise in the future.

Thus, in order to improve the active aging situation in Latvia it is needed to continue to encourage participation of the older population in the labour market, which have a significant potential to reduce the projected increase of age dependency and challenges in the area of social security. Given that better educated and healthy people want to stay longer in the labour force as they grow older and are capable of working longer, the primary focus should be on increasing the stock of human capital in Latvia. However, a proper work environment, employability and social security also play an important role.

Goal 2: Participation, non-discrimination and social inclusion of older persons are promoted

Given that work is not only the basis for human well-being, but also promotes social inclusion, significant attention has been paid on equal opportunities in the labour market. The Labour Law¹⁶ prohibits discrimination and stipulates equal rights to work, regardless of age, as well as, in cases of mass reductions, it encloses a preference of continued employment for employees in the pre-retirement age group, who have similar performance results and qualifications as their younger colleagues. However, the introduction of a more favourable regulatory framework for older workers may lead to a situation where employers are reluctant to hire older workers, thus creating the opposite effect. In addition, as mentioned previously support measures for older people are improved and offered, promoting equal opportunities in the labour market. As well several ALMP measures are aimed not only to facilitate job placement, but also social inclusion (e.g. subsidized employment, paid temporary public works).

At the same time within the framework of the Plan for gender equality attention is also drawn to the possibilities for self-realization outside the labour competencies by raising the discussion of gender stereotypes, which restrict possibilities to fully realize talents, skills and knowledge, and the importance of gender equality in all areas of life. Most commonly gender stereotypes appear in areas like education and career choices, hobbies and leisure activities as well as participation in the provision of care for children and other family members.

¹⁵ Latvian Facts, “Women in entrepreneurship”, <http://providus.lv/article/sieviete-uznemejdarbiba>

¹⁶ Labour Law, <http://likumi.lv/doc.php?id=26019>

Also, education has a significant impact not only on the labour market situation of the older population, but also on social inclusion. Attention should not be directed only towards educational attainment, but also towards lifelong improvement of knowledge and skills, what is especially important for older workers to remain competitive in the labour market. According to the active ageing study the demand for cognitive and social-emotional skills in the Latvian labour market is growing, while the demand of routine manual skills decreases. Therefore, it is essential to develop these skills from an early age and improve throughout the lifetime.

One of the goals of the Education Development Guidelines for 2014- 2020¹⁷ (adopted by the Parliament on May 22, 2014; hereinafter – Education Development Guidelines) is to reach that 15% of the population (aged 25-64 years) is constantly involved in the learning process by 2020 (in 2015 - 5.7%). In 2015 only 2.6% of people in Latvia aged 55-64 were involved in lifelong learning activities, while the EU average indicator for this age group was 6.0% (Eurostat). Moreover, according to the active ageing study women in Latvia participate in lifelong learning activities more than men. Similarly, people with lower levels of education, elementary occupations, as well as the economically inactive and unemployed tend to participate in lifelong learning activities less than the better-educated adults.

In order to achieve the objective that by 2020 15% of adults are involved in education, the Education Development Guideline's direction of action "education opportunities for adults" intends to extend supply of quality education, improve the regulatory framework, as well as ensure effective management of resources (including financial), by using existing infrastructure options. At the same time with the support of the ESF it is planned to improve professional competences of employed persons, primarily in adult education activities involving social risk groups, including employees at the age of 45 years and older.

On May 5, 2016 the Cabinet of Ministers approved the "Implementation plan of the adult education governance model for 2016 to 2020"¹⁸ with an aim to establish an effective governance model for the coordination of adult education, preventing fragmentation of the adult education sector to prevent and incoherence of certain institutional actions, thus helping older people to become more involved in education.

At the same time voluntary work can serve as an important tool for social inclusion by providing opportunities for older people who want to engage in activities of public interest on the basis of good will, without charge, gaining new knowledge and skills, using existing skills and socializing. Consequently, the SEA has developed a volunteer information system, which is accessible as a website to all interested persons and organizations. The established information system provides a platform for coordinated exchange of information between people who want to be volunteers and volunteering organizers - non-governmental organizations and local governments. As well additionally to volunteer work offers, also news, statistics, examples of good practice and other voluntary work related materials are published on the website with an aim to promote and develop the volunteer movement in all Latvian regions.

¹⁷ Ministry of Education and Science, Education Development Guidelines for 2014- 2020, <http://polsis.mk.gov.lv/documents/4781>

¹⁸ Ministry of Education and Science, "Implementation plan of the adult education governance model for 2016 to 2020", <http://polsis.mk.gov.lv/documents/5564>

Concerning the voluntary work of older people Vidzeme planning region¹⁹ should be highlighted as a partner in the Interregional Cooperation Programme's INTERREG IVC project TOURAGE²⁰ (Developing Senior Tourism in Remote Regions) which was implemented in 2012-2014 with an objective to enhance regional economy by the means of tourism development and to support active and healthy ageing involving different regions in Europe as project partners. Within the project good practices of tourism for the older population were developed, the experience of other countries were taken over and training of older persons, who were willing to volunteer as guides, were carried out in Amata. As a result trained older persons were invited as volunteers for tourists groups to show and tell about Amata tourist attractions.

At the same time with the implementation of the ESF measure "Promoting Diversity (anti-discrimination)"²¹ in the period from 2016-2022 the MoW intends to reduce obstacles faced by people at risk of social exclusion and discrimination (persons at risk of discrimination on grounds of gender, disability, ethnicity and age, particularly persons aged 50 years and older) and to raise public awareness on diversity management and discrimination's identification and prevention. It is planned to implement such activities as anti-discrimination and social inclusion measures for people at risk of social exclusion and discrimination, employers 'and employees' awareness-raising and tolerance improvement measures, social worker and social mentor support activities for asylum seekers and persons with refugee or alternative status as well as public awareness-raising activities on the promotion of social inclusion and anti-discrimination issues.

So far, in terms of social inclusion in a broader sense in the period from 1 August 2013 to 31 July 2014. The Society Integration Fund implemented the EU Programme's for Employment and Social Solidarity PROGRESS 2007-2013 project "Different people. Different experience. One Latvia ". Within this project the anti-discrimination policy monitoring institutional network was created with an aim to revitalize compliance with anti-discrimination and equality principles in Latvia. Besides the mentioned activity a comparative law analysis of the various EU member states, training of specialists from various fields of anti-discrimination and equality issues, intercultural communication, as well as diversity management, support activities for Roma integration and public awareness campaigns on anti-discrimination issues were organised thus combating ageism.

Concerning adjustment of social protection systems in response to demographic changes and their social and economic consequences, starting from 2014 the retirement age is gradually increased by 3 months per year until reaching 65 years in 2025. Along with raising retirement age in 2014 the minimum required social insurance period, which is necessary for receiving old age pension, was increased to 15 years, but by 2025 it is planned to increase it to 20 years. Thereby the effective retirement age is gradually increasing - from 60.53 years in 2012 to 61.52 years in 2015. Raising the retirement age has also affected dynamics of the newly granted old-age pensions, according to the State Social Insurance Agency (hereinafter – SSIA) in 2012 there were 29.6 thousand newly granted old-age pensions, in 2013 - 26.6 thousand, in 2014 - 17.9

¹⁹ In Latvia there are five planning regions – Vidzeme region, Latgale region, Kurzeme region, Zemgale region and Riga region, which were established with an aim to ensure regional development planning and coordination and cooperation between local municipalities.

²⁰ TOURAGE, <http://www.tourage.eu/>

²¹ Regulation of the measure "Promoting Diversity (anti-discrimination)", <http://likumi.lv/ta/id/280230-darbibas-programmas-izausme-un-nodarbinatiba-9-1-4-specifiska-atbalsta-merka-palielinat-diskriminacijas-riskiem-paklauto>

thousand and in 2015 - 17.0 thousand. Compared to the year 2012, during the reporting period the amount of newly granted old-age pension has increased by 3.4%.

As a permanent provision of the Law "On State Pensions"²² the right to a premature retirement pension has been included. Thus, persons with a social insurance period of at least 30 years are entitled to claim a retirement pension two years before the legal retirement age. Prematurely granted old-age pension is paid in an amount of 50% of the calculated retirement pension. Reaching the general retirement age, full pension is paid. In 2012, 20.3% of all newly granted old-age pensions were prematurely requested, while in 2015 - 19.07% (SSIA data).

Since July 2001 there is a three tier pension system in Latvia, including:

- 1st tier - state compulsory unfunded pension scheme;
- 2nd tier - state funded pension scheme;
- 3rd tier - private voluntary pension scheme.

Co-existence of all three levels ensures pension system's stability, as well as reduces demographic or financial risks. From 1 January 2013, the contribution rate in the state compulsory funded pension scheme (hereinafter - funded scheme) was raised from 2% to 4%. In 2015 it increased till 5%, but in 2016 till 6%. At the same time according to the SSIA data the number of participants in funded schemes continues to increase from 1,194,100 members in 2012 to 1,254,743 in 2015 participants (49% men and 51% women; 38% on a voluntary basis, 62% - compulsory). In 2012, the number of newly registered mandatory participants dynamics (30,546 participants) showed a positive trend (compared to 2009 - 13,713 participants) and continued to grow until 2014, reaching 32 thousand participants, but in 2015 the number has decreased by 9.2 thousand, which is explained by the demographic situation in Latvia (decreasing working-age population).

During the reporting period the average amount of contributions to one active participant has increased from 117.03 EUR in 2012 to 325.39 EUR in 2015, increasing also the amount of contributions made by the funded scheme from 107 million EUR in 2012 to 319 million. EUR in 2015 (SSIA data).

Since 2013, the number of pensioners, which old-age pensions consists also of the accumulated capital of the 2nd tier, is gradually increasing, in 2015 there were 11 thousand such persons. Currently, more than 90% have chosen to unite the accumulated capital of the 1st and 2nd tiers, thus receiving a single pension. However, every year also the number of pensioners who are using their accumulated capital to purchase a life annuity is increasing (SSIA data).

In 2015 there were 6 private pension funds in Latvia, (5 open and 1 closed fund) and 15 pension plans with 255,012 members, which are 26.4% of the economically active population (in 2012 - 20.65%).

Fundamentally Latvian social insurance system is made financially sustainable and flexible to economic and demographic fluctuations. Latvian pension system is internationally rated at low risk in the field of fiscal sustainability, and it has demonstrated its ability to overcome the crisis and ensure long-term operation:

- linking the amount of pension with the duration and amount of contributions , thus evaluating investment during the lifespan, while also flexibly responding to demographic and economic trends;
- by facilitating persons' active participation in securing their own old age and motivation to be active in the labour market in a long-term;

²² Law "On State Pensions", <http://likumi.lv/doc.php?id=38048>

- sharing responsibilities between the state, employers, employees, pension funds;
- allowing to accumulate pension capital from both - mandatory and voluntary contributions.

One of the most important issues on the agenda now is the pension replacement rate, which would contribute to the social sustainability of the system.

Goal 3: Dignity, health and independence in older age are promoted and safeguarded

In the context of an ageing population an important aspect is the health status of the older population, which greatly affects their employability and overall life quality. Middle-aged and older people's health indicators in Latvia are lower than the EU average, so the attention is focused on both – provision of access to health care services and health promotion and prevention measures. Within the Plan for gender equality the promotion of women's and men's healthy and environmentally friendly lifestyle is one of the directions of action and as a result a number of health promotion activities aimed at the prevention of oncological diseases, mortality from external causes of reduction and promotion of healthy lifestyles have been implemented.

In order to increase life expectancy and improve the health of the Latvian population, the Ministry of Health (hereinafter – MoH) has developed the Public Health Guidelines for 2014-2020²³ (hereinafter – Public Health Guidelines), with the main goal to increase healthy life years and prevent premature death, by maintaining, improving and restoring health. According to the major challenges priority areas in the health sector are cardiovascular health, mental health, oncological diseases and perinatal and neonatal health.

Similarly, within the framework of the Public Health Guidelines, it is planned to promote vulnerable groups' of the population access to health services, including reduction of financial barriers for receiving healthcare and territorial inequalities. Consequently, one of the basic principles within the Public Health Guidelines is reduction of inequalities, paying particular attention to persons at risk of social exclusion and poverty, including older people.

At the same time, in order to improve health services in regions, as well as promote the professional competence of the medical personnel and improve the health care infrastructure, the MoH works on the ESF operational program's "Growth and Employment" specific objective 9.2.3 "To support the development and implementation of prior (cardiovascular, oncology, perinatal and neonatal period care and mental health care) health network development guidelines and quality assurance system, especially for improvement of health of people at risk of social exclusion and poverty". As a result, the flow of patients will be assessed and recommendations for improving the effectiveness of health care will be developed.

In turn, within the ESF operational program's "Growth and Employment" specific objective's 9.2.4. "To improve accessibility to health promotion and disease prevention services, especially to persons who are subject to the poverty and social exclusion risk" 9.2.4.1. measure "Complex health promotion and disease prevention measures" and 9.2.4.2. measure "Measures for the local community's health promotion and disease prevention" till 2022 significant financial resources will be invested to

²³ Ministry of Health, Public Health Guidelines for 2014-2020, <http://polsis.mk.gov.lv/documents/4965>

improve access to health and disease prevention services in the four priority areas. In particular, the mentioned support will be targeted to persons at risk of poverty and social exclusion, including people aged 54 and older, as well as needy persons and persons with disabilities. The planned activities will cover such aspects as healthy diet, adequate physical activity and mental health promotion, prevention of addictions and diseases etc.

Concerning independence in older age, financial security is a significant aspect. According to the active ageing study due to the economic crisis until 2012 the risk of poverty for the pre-retirement age population were greater than for people aged 65 and over, which is mainly due to receipt of pension. In recent years, this trend has changed, and in 2013 and 2014 the age group 65 years and older faced the highest risk of poverty in. In addition, according to current levels of social contribution, in two to three decades, the share of the older population, whose income are below the poverty threshold, is expected to increase. In Latvia about one third of socially insured persons pay social security contributions from an amount that's less than or equal to the minimum wage, which leads to the receipt of small pensions and an increased financial burden on other members of the scheme.

Given the high poverty and social exclusion risks at the retirement age, in 2015 changes to the Law on State Pensions were made (entered into force on July 1, 2015). These amendments stipulates that old age pensions, service pensions and pension in case of loss of supporter, which have been granted or reviewed in the period from 1 January 2010 until 31 December 2015 taking into account the negative indexes of pension capital, will be revised. In addition the mentioned amendments ensures that in the future in case of economic recession the amount of the granted pension will not be significantly reduced. The new procedure limits fluctuations of the accumulated social contributions by not reducing the amount of the granted pensions in years, when the index of pension capital is negative, and also providing a mechanism to prevent too rapid increase in pension capital during economic growth years. Recalculation of pensions was started on January 1, 2016, gradually recalculating pensions granted till 2015.

The indexation of pensions was restarted in 2013, and in accordance with the amendments to the Law "On State Pensions" on 1 September 2013 national pension in an amount which does not exceed 284.6 EUR (without premium), were recalculated with the index of 1.04.

Starting from 2014 state pension or a part of it that does not exceed 50% of the average wage subject to insurance contributions in the state of the previous calendar year shall be reviewed once a year on 1 October, considering the actual consumer price index and 25% of the actual percentage increase of the sum of the wage subject to insurance contributions (hereinafter — the contribution wage index), complying with the following conditions:

1) if the value of the actual consumer price index and contribution wage index is lower that the digit "1", the state pension shall not be reviewed;

2) if the actual increase percentage of the wage subject to insurance contributions is higher than 15%, the value of 15% is used to determine the contribution wage index; and

3) if the sum of the calculated pension of the current year used for the review of the pension is lower than the pension of the previous year, the pension shall be recalculated up to the amount of pension determined in the previous year.

State pensions are reviewed regardless of the amount of the pension granted to politically repressed persons, Group I disabled persons, and participants in liquidation of the consequences of the accident at the Chernobyl Atomic Power Plant.

In order to provide greater support to pension beneficiaries on 10 March 2016 amendments to the Law "On State Pensions" was adopted stipulating that, from 2017, 50% (instead of the current 25%) of the actual percentage increase of the sum of the wage subject to insurance contributions will be taken into account within the pension indexation. By indexing pensions or part of the amount that does not exceed 50% of the average wage subject insurance contributions in the state of the previous calendar year ensures that people with small pensions benefit of indexation more significantly than those with relatively high pensions. In addition, taking into account that state pension or a part of it, which is indexed, is reviewed once a year according to the average wage subject to insurance contributions in the state of the previous calendar year, index-linked pension threshold is gradually increasing.

In 2014 indexation was applied to state pension or part of it, which did not exceed 285 EUR and the average pension increased by 5.71 EUR. By contrast, in 2015 indexation was applied to state pension or part of it, which do not exceed 311 EUR, and the average increase was 3.64 EUR.

Recent changes and trends have contributed to the gradual increase of the pension thus also promoting financial independence in older age. Meanwhile the motivational aspect is maintained taking into consideration that the amount of pension depends from social insurance contributions during lifetime.

Goal 4: Intergenerational solidarity is maintained and enhanced

Intergenerational solidarity is a crucial issue concerning the labour market, in particular taking into account aging population trends, which may result in an insufficient supply of the labour market in certain fields and professions. Consequently, the inter-generational transfer of expertise is a crucial issue within the conceptual report's informative measures for longer and better working lives. In addition, it planned to promote mentoring, meaning that older workers will be encouraged to provide training and consultations to new specialists while continuing to work part-time or in some kind of flexible work form.

At the same time municipalities play an important role in promoting inter-generational cooperation and in collaboration with non-governmental organizations have supported a variety of initiatives for the older population. Within the conference of the interregional platform "Building Bridges between Senior Citizens and Students in the Elderly Care in the EU" in 2014 participants were introduced with a summary of good practices of active ageing in Latvian municipalities, focusing on intergenerational cooperation. Examples include mainly activities of various local associations for older persons, e.g. under the guidance of a social worker pupils provide support for older people in daily activities, older people teach Latvian traditions to younger generations etc.

Concerning care responsibilities according to the active ageing study for older women willingness to work decreases in cases when there are grandchildren or older family members, who need to be taken care of. Therefore it is essential in Latvia to expand care services for children and older people, thus facilitating the participation of caregivers in the labour market, as well as to promote part-time jobs and self-

employment, thereby activating this group, especially women, who undertake unpaid care work responsibilities by providing support to their families.

So far, substantial support is provided by the state financial aid for parents with children aged 1,5 to 4 years, who are not benefiting from public child care due to long waiting lists and therefore receive child care services at a private provider, thus reducing the childcare service scarcity problem. By contrast, flexible work forms, including part-time work and self-employment, is a significant issue within the conceptual report, thus indirectly facilitating the provision of care responsibilities and as well as promoting solidarity between generations.

Work-life balance issue was also raised within the Plan of gender equality searching for appropriate solutions and thus expanding women and men freedoms and possibilities of making their choice according to their talents and interests. Thus, the plan expands and protects individual freedom and potential - personal activity, which contributes to the social capital and also promotes intergenerational solidarity.

With regard to the social protection, the pension system in Latvia also includes inter-generational and gender solidarity aspects. Intergenerational solidarity is ensured within the first tier, given that workers' social security contributions are used to pay pensions to the existing generation of pensioners. By contrast, gender solidarity refers to the same retirement age for both women and men.

Regional cooperation

Within the active ageing project strategic partnerships with the Austrian Federal Ministry for Labour, Social Affairs and Consumer Protection, Ministry of Labour and Social Policy of Poland and Ministry of Social Affairs of the Republic of Estonia was formed. As a result good practices and know how were exchanged during joint seminars and especially during study visits, which provided valuable lessons and insights to be taken into account during the development and implementation of a comprehensive active ageing strategy for Latvia. As well shared views, expertise and experience could be of great value also for cooperation countries in order to improve their performance in active ageing area.

The transnational perspective was also included in the active aging study by analysing issues of demographic situation, labour market, lifelong learning, economic security and health not only in Latvia, but also on a wider scale. Furthermore, the study also discusses Latvian results of the active aging index that allow to evaluate the aging situation in Latvia as compared with other countries, as well as areas where improvements are necessary. Therefore, we consider that the results of the project and especially conclusions and recommendations of the active ageing study are useful also in other countries with similar situation, challenges and possibilities regarding active ageing.

On October 1st, 2015, the MoW of Latvia organized the dissemination conference “Active Ageing for Longer and Better Working Lives” related to active ageing issues in Europe and Latvia with a special focus on employment. Given that Europe is experiencing rapid population ageing, providing support for longer and better working lives is important not only for the welfare of the older population, but also for future growth prospects of countries. With this in sight, the objective of the conference was to examine active ageing challenges in Europe, with regard to employment, and to look at how countries can adapt to the changing labour market and make full use of the existing labour force potential.

Representative of the United Nations Economic Commission for Europe introduced with an active ageing situation in Europe and international context as well as active ageing index as a tool to measure the untapped potential of older people for active and healthy ageing across countries with a specific focus on Latvia's situation. Additionally, issues and challenges to deliver longer working lives was presented from the perspective of the Organisation for Economic Co-operation and Development. In the context of the active ageing situation in Europe World Bank representatives presented the results of the report "What's Next in Aging Europe? Aging With Growth in Central Europe and the Baltics" and continued with the report "The Active Ageing Challenge for Longer Working Lives in Latvia", which includes recommendations for active ageing situation improvement and active ageing strategy development in Latvia. In order to discuss different European approaches representatives of Latvia, Austria, Estonia, Poland, United Kingdom and Finland shared their active ageing experience and commented on how countries can adapt to the changing labour market and make full use of the existing labour force potential.

As the MoW has developed cooperation with Georgia in social policy area with a primary objective to improve employees' working conditions in Georgia, Georgian officials were invited and participated in the active ageing seminar on health issues, which covered such main topics as work capacity, healthy work places, working conditions and mental health. Georgian officials also took part in the final active ageing dissemination conference.

During the project depending on topic representatives from different Latvian institutions and non-governmental organizations were invited to give presentations on the active ageing situation in their work area. As well all participants were welcomed to give their feedback during seminars as well as share their ideas afterwards. Involvement of the wide range of stakeholders, interested parties and countries has contributed to the dissemination of the project results, transnational dimension as well as strengthen cooperation with other countries in the field of ageing.

2. Conclusions and priorities for the future

A targeted active ageing policy can help alleviate the negative factors of an ageing population and seize the opportunities to improve the situation. The assessment of current active aging situation has shown significant improvements in recent years. In order to promote longer working lives as well as ability to work employment support for the older population is improved, high-quality jobs are encouraged and gender equality in the employment is promoted.

At the same time a significant emphasis is put on the promotion of older people participation, non-discrimination and social inclusion within the regulatory framework as well as by raising awareness of these issues in society and providing practical support, including promotion of adult education and voluntary work opportunities and adaptation of social protection systems.

In turn, concerning the dignity, health and independence in older age the attention is drawn to the access of health care services as well as health promotion and prevention measures. Also, to provide better support to pension recipients the regulation of the pension system is improved and thus promotes the independence of the older population.

Intergenerational solidarity in the situation of population ageing is becoming increasingly important issue concerning not only the labour market but also various initiatives. At the same time, work-life balance issues, as well as provision of childcare responsibilities have become more significant.

As a result of cooperation between stakeholders of different areas, including different level policy-makers, social partners, non-governmental organisations, academia and research institutions, it was possible to identify and analyse widespread challenges. The main challenge in the area of labour market for older people is the risk of unemployment and especially long-term unemployment. Similarly, older citizens' active aging is limited due to health problems, low involvement in adult education, stereotypes, and a high risk of poverty.

In order to promote longer and better working lives of the Latvian population and the overall improvement of the economic situation, the conceptual report “The Active Ageing Strategy for Longer and Better Working Lives in Latvia” is developed according to the identified challenges and solutions by stakeholders and within the study “The Active Aging Challenge for Longer Working Lives in Latvia”. In view of the relatively high long-term unemployment risk that older people face, implementation of preventive measures, aimed at preservation of older individuals' capability for labour, will promote longer working lives and compliance with the changing labour market requirements. While by individually tackling long-term unemployment causes and fostering motivation for job seeking, a decrease in the share of the long-term unemployed is expected.

Also employers play an important role in the promotion of active ageing. By assessing the company's potential of active ageing and providing practical recommendations to improve the organization of work, the quality of jobs shall improve, contributing to the productivity of both employees and the business itself.

Significant benefits can be also gained with the help of informative campaigns with regard to promotion of longer and better working lives, thereby strengthening employers' understanding of the structural changes in the labour force, work organization solutions, work environment improvements and facilitation of productivity.

With respect to social security, linking the minimum old-age pension with the minimum income level might reduce the projected increase in the risk of poverty among individuals beyond retirement age.

In general, implementation of the active ageing strategy could promote longer and healthier working lives in Latvia and improve the overall economic situation, which is an essential aspect in the current demographic conditions. However, at the same time in order to respond to changes and to assess new developments in the active aging situation the MoW will prepare a progress report every three years with a first report in 2019.

However, at the same time taking into account the Latvian positive cooperation with strategic partners within the active aging project, which has made a significant contribution to the active aging situation in Latvia, international institutions could provide support by collecting and analysing good practices. Although the situation in the context of active aging is different, the experience of other countries can contribute to the improvement of the situation.

Annex: statistics for active aging index indicators

INDICATOR	SUGGESTED VARIABLE	POSSIBLE SOURCE	Year 1 (2005 or close)			Year 2 (2010 or close)			Year 3 (2015 or close)			DATA SOURCE	VARIABLE AND METADATA
			TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE		
1. Labour market (older people's contribution through paid activities)													
1.1. Employment rate for the age group 55–59	Same as indicator	Labour Force Survey	61.7	66.3	58.2	64.0	60.3	66.8	70.3	69.0	71.3	Eurostat	
1.2. Employment rate for the age group 60–64	Same as indicator	Labour Force Survey	35.1	40.3	31.5	29.3	30.7	28.3	46.7	48.9	45.0	Eurostat	
1.3. Employment rate for the age group 65–69	Same as indicator	Labour Force Survey	17.9	26.1	12.7	13.0	14.2	12.3	17.6	19.8	16.1	Eurostat	
1.4. Employment rate for the age group 70–74	Same as indicator	Labour Force Survey	7.6	12.1	5.3	6.8	8.7	5.8	10.5	14.6	8.2	Eurostat	
2. Participation in society (older people's contribution through unpaid activities)													
2.1. Voluntary work by older adults (aged 55+)	Percentage of older population (aged 55+) providing unpaid voluntary work through the organizations (at least once a week)	Relevant survey	–	–	–	5.2	3.2	6.4	1.4	0.8	1.7	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.2. Care to children, grandchildren by older population (aged 55+)	Percentage of older population (aged 55+) who provide care to their children and grandchildren (at least once a week)	Relevant survey	–	–	–	19.2	20.3	18.6	31.3	22.9	36.1	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.3. Care to older adults by older population (aged 55+)	Percentage of older population (aged 55+) providing personal care to elderly or disabled relatives (at least once a week)	Relevant survey	–	–	–	13.0	13.5	12.8	10.6	6.9	12.8	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used
2.4. Political participation of	Percentage of older population (aged	Relevant survey	–	–	–	17.3	26.6	12.2	11.8	9.1	13.4	EQLS	For the year 2010, data for 2007 are

older population (aged 55+)	55+) taking part in the activities or meetings of a trade union, political party or political action group, or signing petitions, including email and online petitions													used; for 2015, data for 2011/12 are used
3. Independent, healthy and secure living														
3.1. Physical exercise for older adults (aged 55+)	Percentage of people aged 55 years and older undertaking physical exercise or sport almost every day	Relevant survey	-	-	-	-	-	-	12.0	11.5	12.2	EQLS		For the year 2015, data for 2011/12 are used
3.2. Access to health and dental care (for those aged 55+)	Percentage of people aged 55 years and older who report no unmet need for medical and dental examination or treatment during the last 12 months preceding the survey	Relevant survey	68.4	68.0	68.7	65.7	67.7	64.5	68.4	69.2	67.9	SILC		For the year 2005, data for 2008 are used; for the year 2015, data for 2012 are used
3.3. Independent living arrangements (for those aged 75+)	Percentage of people aged 75 years and older who live in a single household alone or in a couple household	Relevant survey	72.3	72.8	72.2	71.8	73.3	71.3	73.9	73.1	74.2	SILC		For the year 2005, data for 2008 are used; for the year 2015, data for 2012 are used
3.4. Relative median income (for those aged 65+)	Ratio of the median equivalised disposable income of people aged 65 and above to the median equivalised disposable income of those aged below 65	Income and living conditions statistics / relevant survey	75.0	77.5	73.3	77.6	83.5	73.8	65.4	71.4	61.9	Eurostat, SILC		

3.5. No poverty risk (for those aged 65+)	100 – Percentage of people aged 65 years and older who are at risk of poverty (using the 50 per cent of median income threshold)	Income and living conditions statistics / relevant survey	92.3	94.7	91.1	93.9	94.2	93.7	83.6	90.0	80.6	Eurostat, SILC	
3.6. No severe material deprivation (for those aged 65+)	100 – Percentage of people aged 65 years and older who are severely materially deprived (having an enforced inability to afford at least 4 out of the 9 selected items*)	Income and living conditions statistics / relevant survey	50.5	58.0	46.9	72.5	77.5	70.1	81.8	84.9	80.3	Eurostat, SILC	
3.7. Physical safety (for those aged 55+)	Percentage of people aged 55 years and older who are feeling very safe or safe to walk after dark in their local area	Relevant survey	–	–	–	41.1	55.1	34.9	–	–	–	ESS	For the year 2010, data for 2008 are used
3.8. Lifelong learning (for those aged 55–74)	Percentage of people aged 55 to 74 who stated that they received education or training in the four weeks preceding the survey	Labour Force Survey	1.5	0.6	2.1	2.9	2.0	3.5	1.7	0.9	2.3	Eurostat	For the year 2005, data for 2007 are used; for 2010, data for 2012 are used
4. Capacity and enabling environment for active ageing													
4.1. Life expectancy at age 55	Same as indicator	Demographic statistics: Life Expectancy estimates	21.7	17.8	24.9	23.0	19.1	26.0	24.1	20.1	27.2	Eurostat	For the year 2015, data from 2014 are used
4.2. Healthy life expectancy at age 55	Same as indicator	Healthy life expectancy estimates	9.4	8.7	10.0	9.6	8.9	10.1	8.5	7.8	9.0	Eurostat**	For the year 2015, data from 2014 are used
4.3. Mental well-being (for those aged 55+)	An index that measures self-reported feelings of positive happy moods and spirits	Based on WHO ICD-10 measurement	–	–	–	48.2	49.4	47.7	51.5	56.2	49.0	EQLS	For the year 2010, data for 2007 are used; for 2015, data for 2011/12 are used

4.4. Use of ICT by older adults (aged 55–74)	Share of people aged 55 to 74 using the Internet at least once a week	ICT Survey or any other relevant survey	8.0	10.0	6.0	21.0	22.0	20.0	47.0	46.0	47.0	Eurostat	
4.5. Social connectedness of older people (aged 55+)	Share of people aged 55 or more that meet socially with friends, relatives or colleagues at least once a week	Relevant survey	–	–	–	38.2	42.0	36.6	–	–	–	ESS	For the year 2010, data for 2008 are used
4.6. Educational attainment of older people (aged 55+)	Percentage of older persons aged 55 to 74 with upper secondary or tertiary educational attainment	Labour Force Survey / general statistics on educational attainment by age groups	63.7	62.4	64.7	76.9	73.7	79.0	86.1	85.3	86.6	Eurostat	
5. Other indicators (if applicable)													