

Ageing and Employment Policies: Poland 2015

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OECD country case studies Poland is facing a more pronounced ageing of the population than many other countries. It is therefore encouraging that the employment rate for older workers in Poland increased substantially over the past decade. A number of policy measures are being implemented to support this development. A number of early retirement schemes have been closed, and reforms have been implemented to reduce inflows to the disability scheme. In addition, the statutory retirement age will be raised gradually to 67 for both genders – with the target date of 2020 for men and 2040 for women. In spite of this positive trend, the employment rates for older workers in Poland are still well below the OECD average. A broader and more concerted strategy is therefore necessary. This report points to areas where changes or new reforms are needed to improve work incentives and employment opportunities at an older age. The recommendations that follow are put forward in three mutually supportive areas, as possible elements of an overall strategy to encourage longer working lives: 1) better incentives to carry on working; 2) tackling employment barriers on the side of employers; and 3) improving the employability of older workers, including Skills and training challenges. DOI : 10.1787/9789264227279-en

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