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**Exit and entry into the labor market - painful for young and elderly.**

**Should be? Wrong gesture, a bad example**

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In period of crisis, the policy adopted for a large part of government and other parts of the public sector "forced" or immediate retirement. For many of newly retired, exit of active service was felt as a relief, other considered it as being pressurized, send away, or even victimize.

For the pension fund this new retirees will be additional burden for every year that worked otherwise. Premature retirement is in the long-term perspective for the pension system in sharp contrast to the only possibility which can ease the burden - for the moment implicit - state obligation for finance future pension expenditures.

Discarded capital

New retirees - until yesterday fully employed - find other; mainly different from that they have had in their active position. Much of their professional skills remain unused; they do not cease to be competent at the retirement date. Moreover, retirees are not inadequate when the new technology is introduced or social paradigm changed. Part of the experience in mastering changes, the elderly have acquired in their career. This is for the milieu in which they worked the most valuable part of the non-financial capital. Most of the new retirees wanted to maintain contact with their previous job or to continue to act in their professional field.

Knowledge, experience, the tiny secrets of the masters, will be for the individual person rich and beautiful memory; for society dead and/or ineffective capital. Except when it will try to use them, but it must therefore change the attitude towards the elderly already retired.

The Authority would act reasonably in offering programs in which older employees - not just those who are newly retired - could transfer their knowledge and skills to young people. Young people need employment and professional affirmation. Therefore, the system must support young people entering the labor market and help seniors to stay in touch with the previous job or activity.

Not only pension regulation

Pension legislation permits the individual to retire only partially. Individual person remains employed part-time and receive half of the salary. One can do either the same labor or transfer their experience to young newly recruited trainees.

The mentor and young trainee would perform the same tasks for the similar cost of labor (half wage of tutor and whole trainee salary). In the same time they both would pay contributions and taxes. The pension fund would not have to pay the full pension but only half. Look like a win - win outcome.

The pension regulation is one of the preconditions but such a transition from exit and entry into the labor market should be stimulated and regulated also by the relevant laws and regulations concerning employment and social security.