

## CUARTO EJERCICIO: EXAMEN DE IDIOMA

PRUEBAS SELECTIVAS PARA LA PROVISIÓN DE PLAZAS VACANTES DEL CUERPO FACULTATIVO SUPERIOR DE ADMINISTRACIÓN ESPECIAL (PSICÓLOGO) (F.02/06) CONVOCADAS POR ORDEN 55/2006, DE 22 DE MAYO, DE LA CONSEJERÍA DE ADMINISTRACIONES PÚBLICAS Y POLÍTICA LOCAL (BOR 25 DE MAYO)

### **Green Paper "Confronting demographic change: a new solidarity between the generations"**

#### **The challenges of European demography**

Public policies must take these demographic changes into account in all policy areas concerned. We will have to not only reach but to exceed the objective in the Lisbon Strategy - an employment rate of 70% - to compensate for the expected drop in the working age population.

In this context, a low birth rate is a challenge for the public authorities. Europeans have a fertility rate which is insufficient to replace the population, as a result of obstacles to private choices: late access to employment, job instability, expensive housing and lack of incentives.

Immigration from outside the EU could help to mitigate the effects of the falling population between now and 2025, although it is not enough on its own to solve all the problems associated with ageing and it is no substitute for economic reforms. This means that the admission mechanisms for third country nationals must be managed effectively and transparently, and proactive integration and equal opportunities policies must be ensured.

Demographic changes are creating a new society: ever fewer young people and young adults, ever more older workers, pensioners and very elderly people. New forms of solidarity must be developed between the generations, based on mutual support and the transfer of skills and experience.

The EU must accept that young people are becoming a rare resource and are encountering difficulties in integrating in economic life, notably the unemployment rate, the 'risk of poverty' (i.e. a net income less than 60% of the average) or discrimination on the grounds of their age and lack of occupational experience.

Anticipating changes such as improving the quality of jobs, the working environment or workers' health will help us to manage the working life cycle better. It will also be necessary to develop incentives to change people's behaviour with regard to older workers and to combat discrimination.

The number of elderly people will increase significantly after 2010 and until around 2030 (+37.4%). They will be more active and in better health and they will also be better off, having been more likely to build up a full pension, and will have more savings than their predecessors and their children. They may want to participate actively in social life, (in particular in the voluntary sector). They may also wish to continue working or to combine part-time work with retirement, a trend that is developing in the USA.

With life expectancy increasing all the time, there is an ever-rising number of very elderly persons. Families alone will not be able to solve the matter of caring for these people and appropriate care will be needed; today this care is provided by families and particularly by women. Families must therefore be supported to a greater extent. This is where social services and networks of solidarity and care within local communities come in.

#### **RELATED ACTS**

Commission Report (2004). The social situation in the European Union [Not published in the Official Journal]