

4<sup>th</sup> INTERNATIONAL CONFERENCE  
Leadership and Management in  
Education, Business and Technology

## Workplace Challenges in the EU

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## 1. WHO/WHAT is the EU?

- Over 512 million inhabitants (2017) or **6.9%** of the world population.
- EU has the **2. largest share** of global imports and exports of goods in 2016 (together with the US and China, is one of the 3 largest global players in international trade).
- Over **64%** of EU countries' total trade is done with other EU countries and with the rest of the world around **15,6%** of global exports and imports.
- In 2017 a GDP of 15,3 trillion EUR (bigger than the USA economy):
  - constituting approximately **22%** of global **nominal GDP** and 20% when measured in terms of **purchasing power parity (PPP)**,
  - EU would come first in nominal GDP and second in GDP (PPP) in the world
  - GDP per capita **35.632 US\$, 36.189 US\$ (PPP)**.

[https://europa.eu/european-union/about-eu/figures/economy\\_en](https://europa.eu/european-union/about-eu/figures/economy_en)

Additionally, 26 out of 28 EU countries have a very high **Human Development Index**, according to the **UNDP**.

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## Labour Market in the EU

Among people in employment:

- employees (192 million) far outnumbered self-employed (33 million),
- and full-time work (181 million) was much more common than part-time work (46 million).

[https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour\\_market\\_and\\_Labour\\_force\\_survey\\_\(LFS\)\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market_and_Labour_force_survey_(LFS)_statistics)

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## Persons in employment by professional status

As % of employed aged 15-74 in 2017

[https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour\\_market\\_and\\_Labour\\_force\\_survey\\_\(LFS\)\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market_and_Labour_force_survey_(LFS)_statistics)

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## Working hours

- Employers must ensure that staff does not work more than **48 hours** per week on average (including overtime), over a reference period of up to 4 months.
- Employees must be given **at least 11 consecutive hours** of daily rest and **at least 24 hours of uninterrupted weekly rest** every 7 days, over a reference period of 2 weeks.
- If employees work **more than 6 hours a day**, they are given a **break**, the duration of which is specified in the collective agreements or by national law.
- Annual leave: **at least 4 weeks of paid holidays per year**.
- Night workers may not work more than an average of **8 hours per 24 hours**. Night workers should also be guaranteed **free health assessments** respecting medical confidentiality before they start carrying out night work and at regular intervals afterwards.

[https://europea.eu/youreurope/business/human-resources/working-hours-holiday-leave/working-hours/index\\_en.htm#shortcut-6-different-working-time-obligations](https://europea.eu/youreurope/business/human-resources/working-hours-holiday-leave/working-hours/index_en.htm#shortcut-6-different-working-time-obligations)

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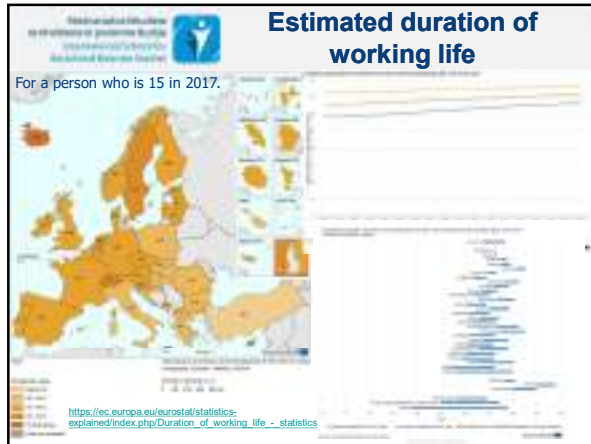
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## Average number of weekly hours of work, 2017

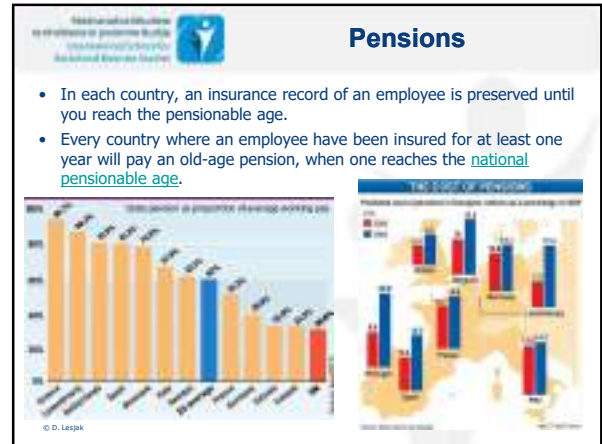
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[https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour\\_market\\_and\\_Labour\\_force\\_survey\\_\(LFS\)\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php/Labour_market_and_Labour_force_survey_(LFS)_statistics)

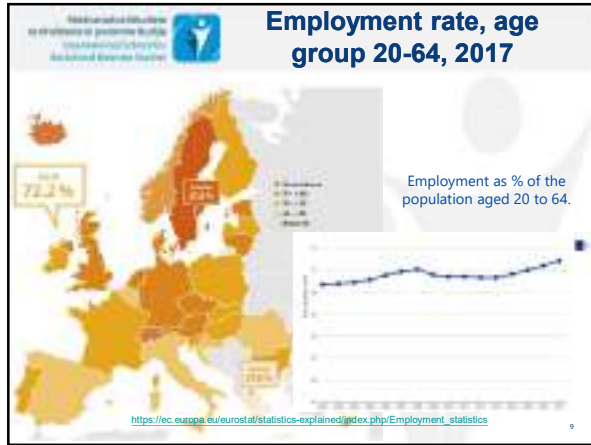
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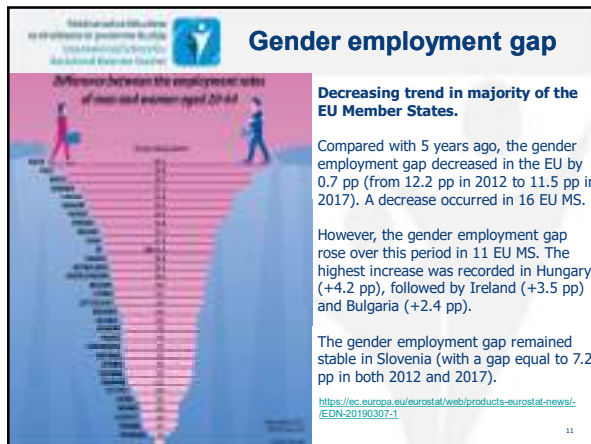
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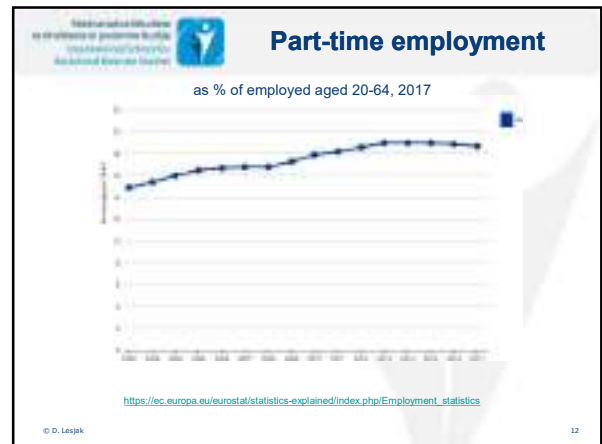
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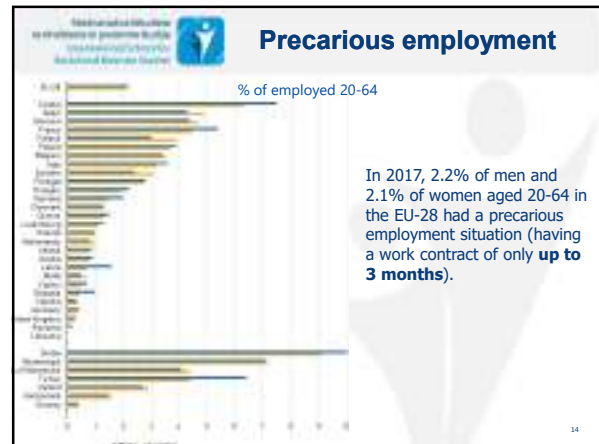
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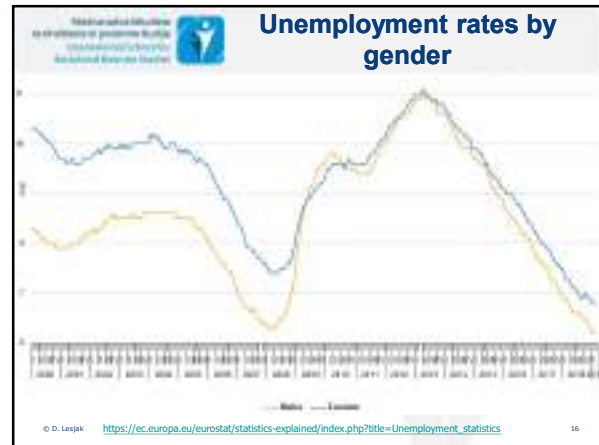
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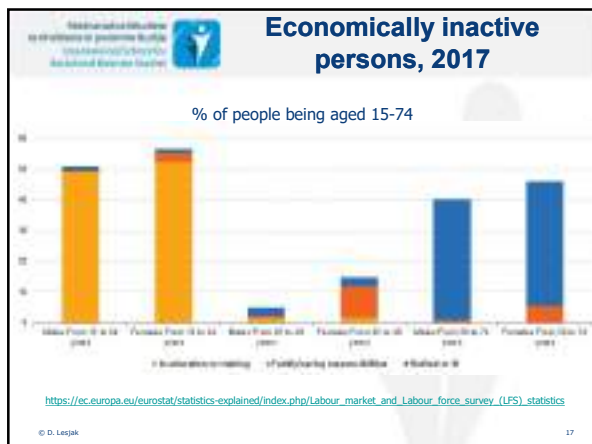
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## Why Higher Education?

Young people tend to have higher levels of education

OECD, Education at a Glance, 2017

Higher education brings better labour and life outcomes...

- Higher education leads to higher earnings
- Higher education leads to better health
- Higher education leads to better employment
- Higher education leads to better social outcomes

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## Expenditure and student enrolment

OECD, Education at a Glance, 2017

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## EU demography issue

EU 27	2008	2030	2060
Total population	495 mio	520 mio	506 mio
Population: 0-14	77 ; 16%	75 ; 14%	71 ; 14%
Population: 15-64	333 ; 67%	322 ; 62%	283 ; 56%
Population: 65+	<b>85 ; 17%</b>	<b>122 ; 24%</b>	<b>156 ; 30%</b>

**Key figures (EU 27)**

- Rate of the population of working age in 2050 (aged 20-64): 52%
- Rate of the population aged from 15 to 24 in 2050: 19%
- Rate of the population aged 65 and over in 2050: 29%
- Dependency ratio in 2050: 50%
- Fertility rate in 2060: 1.68 children per woman (replacement threshold 2.1)
- Life expectancy for women in 2060: 89 years
- Life expectancy for men in 2060 : 84.5 years
- Net migration in 2007: +1.9 million

(Population projections, 2008)

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## Challenges on the future of work in Europe

- How can we reverse falling participation rates?
- Can we sustain a trend towards high value added industries?
- How can we secure decent work for everyone?
- How can we achieve a balance between over-education and under-skilling?

<https://skillspanorama.cedefop.europa.eu/en/blog/four-challenges-future-work>

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## Leveraging Europe's Aging Workforce

- New research shows the pool of potential EU workers **risks decreasing** to 217 million by 2050, down from 239 million in 2015.
- Growth** in Europe is currently above its **potential**. By the beginning of 2017 there were 10 million jobs more in the EU compared to the beginning of 2013.
- At the same time, the **unemployment rate** in the EU started to **decrease**, from 11%, to the current 7.7%.
- The European age pyramid is such that people in retirement age outnumber those entering the labor market. For every **10 Gen Z** there are **12 senior aged 65+** in the EU.
- Engagement strategies for mature workers** will be a vital engine for business performance. No business will be able to afford the risk that between 25% and 40% of its workforce is counting the months and years to retirement.

<https://www.aesc.org/insights/blog/leveraging-europes-aging-workforce>

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## Leveraging Europe's Aging Workforce

According to data from the European Labor Force Survey, **55+ workers are currently 16%** of the total in the EU, a percentage that is meant to increase in the next years. There are countries where the share of mature workers is already **very close to 1 in 5, such as Germany, Finland, Sweden and the Baltic countries.**

Another interesting statistic is the share of mature workers among **managers is 20%**.

<https://www.aesc.org/insights/blog/leveraging-europes-aging-workforce>

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