



Policy **brief**

Cooperation on Ageing Policies in the UNECE Region

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Commitment 10 of the UNECE Strategy on Ageing: To promote the implementation and follow-up of the regional implementation strategy through regional cooperation.

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Challenging context

Although ageing policies are often dealt with in the context of the national public policy agenda, there is also a need for regional, sub-regional and international cooperation on this topic, as many issues do not end at national borders. Regional cooperation may be helpful as states of the same region often share similar cultural, economic, or political contexts.

Suggested strategies

In order to react to the challenges of population ageing it is suggested that member States should continue the implementation of commitments made in the Regional Implementation Strategy (RIS) of the Madrid International Plan of Action on Ageing (MIPAA), which ensures the involvement of all relevant stakeholders such as Governments, non-governmental organizations (NGOs) and research communities. The further development of a multifunctional network may open up opportunities to learn from each member State, while sharing knowledge and skills that would also help to pool expertise in the field of ageing. The policy fields considered in this policy brief are labour market policies, long-term care, migration, and adult learning, as these are areas where common projects or at least enhanced communication appear to be necessary.

Expected result

This policy brief calls for strong regional and sub-regional cooperation between UNECE member States in various ageing-related policy fields, with the aim of strengthening national ageing policies. Sharing experiences and good practice may help to develop and maintain common standards on this important social issue with the ultimate aim to empower persons of all generations.

Introduction

Regional cooperation is a concept which can be interpreted in several ways. In some cases the ‘regional’ aspect may refer to cooperation between local or administrative regions within a member State. However, more often it is concerned with cooperation between countries within a certain geopolitical region. In this policy brief the term regional cooperation refers to activities and initiatives within the UNECE area which includes countries in Europe, Central Asia, the Caucasus, and North America.

There are also numerous forms of sub-regional cooperation, either based on certain topics or based on shared problems in certain sub-regions. Although various means of regional cooperation on ageing have been developed in the context of the European Union, the UNECE’s work on ageing differentiates itself from EU framework since it takes place under the normative umbrella of MIPAA. Attempts to address regional challenges can benefit from taking a worldwide perspective on social and economic dynamics, as well as on human rights standards. The commitment to a global initiative like MIPAA and its RIS helps member States to secure commonly and internationally agreed-upon standards for the elderly part of their population by taking the regional context into account.

Why is regional cooperation beneficial for improving national ageing policies ?

The benefit of regional cooperation for countries with a well-developed infrastructure on ageing policies

Some countries which already have a broad infrastructure of services for older persons may question the extent to which they could benefit from cooperation with countries that are still in the process of developing such infrastructure. However, it is clear that in a globalized and interconnected world issues concerning meeting the demand for long-term care, accumulating and receiving pensions, taking part in the labour market, or being a part of lifelong learning process surpass national borders. Helping other countries to develop in these areas is a means of building up a safer, more secure, more human, and more social environment, which is to the benefit of all. And on the contrary, not taking into account a regional perspective on public policies, but merely concentrating on domestic affairs, may leave the impact of external social dynamics on internal issues unconsidered. Step-by-step progress with small projects involving regional cooperation may eventually facilitate achievement of the main objective of implementing a common regional ageing policy, whereby all UNECE countries cooperate together.

The benefit of regional cooperation for countries with the need to develop an infrastructure on ageing policies

UNECE countries that are still in the early stages of establishing ageing policies may welcome the support and regional assistance of other member States. Any support they receive may have a positive impact for their ageing policies and strategies as they learn from the experience of those member States that already have a well-developed infrastructure on ageing policies. When countries take initiative in cooperation within certain areas and regions, it reflects an understanding of the importance of a common responsibility to deal with challenges arising from population ageing. By cooperating with other UNECE member States, each country automatically shares the experiences of other members and at the same time it strengthens its relationships within the region.

The UNECE Working Group on Ageing

The UNECE Working Group on Ageing (WGA) was established in 2008 as an intergovernmental body to lead the implementation of the Regional Implementation Strategy for the Madrid International Plan of Action on Ageing (MIPAA/RIS). The Working Group consists of representatives from more than 50 UNECE member States. It offers the members and other experts a platform to discuss strategic views on ageing policies, and to share different experiences in implementing MIPAA/RIS. The work programme of the WGA, which is implemented with the support from the UNECE secretariat, consists of the following four elements:

- 1) Policy briefs that are dedicated to specific ageing-related topics under MIPAA/RIS. The policy briefs are based on current state of the art and empirical research of the respective topic. A valuable element of the policy briefs is the opportunity to share the member States' examples of good practices.
- 2) Monitoring the implementation of MIPAA/RIS, including work on indicators of achievement. Presently, there are six different domains covered by indicators on demography, income and wealth, labour market and labour market participation, social protection and financial sustainability, gender-specific and long term care.
- 3) Capacity development including two main activities: training workshops aimed at enhancing expertise on ageing-related topics, and country-specific action plans ('Road Maps') that provide a concrete appraisal of the situation in a given country and deliver recommendations for mainstreaming ageing. The action plans are prepared at a country's request.
- 4) Analysis of intergenerational family relationships based on data from the Generations and Gender Programme (GGP).

Source: United Nations Economic Commission for Europe (UNECE) (2011). Working Group on Ageing. <http://live.unece.org/pau/Welcome.html>. (accessed 24 May 2011)

For policy briefs, please see: http://live.unece.org/pau/age/policy_briefs/welcome.html

For capacity building please see: <http://www.unece.org/pau/age/capacity/welcome.html>

For monitoring indicators, please see: <http://www.monitoringris.org/>

The recent publication on intergenerational family relations in ageing society can be downloaded at: <http://live.unece.org/index.php?id=10581&L=0>

For further details please contact Population unit by email: ageing@unece.org.

Economic interactions and labour markets

The labour market plays an important role in shaping the future situation of an ageing society. Without integration of those persons who wish to work but are unable to find employment in the current labour market, an ageing society may face a shortage of labour force in the future. The proportion of persons of working age will decrease relative to the proportion of people in retirement age. Also, older persons will soon constitute a large percentage of consumers in societies with fertility rates below replacement level¹ and will therefore influence consumer behaviour and the rate of economic growth. In Europe the recent economic crisis did not affect older employees in the age group 55-64 to same extent as other age groups.² However, the crisis had an impact on spending and pension reforms in terms of austerity measures. The share of the population aged 65 and above in UNECE is projected to reach 20.1 per cent by 2030, when those born during the European baby boom reach retirement age.³ In the European Union, efforts to support older employees have been made through the opportunities provided in the free movement of persons and other measures to assist member States to benefit from the skills of older employees and their consumer power. Regional cooperation on age-friendly employment policies going beyond the EU-27 is crucial in order to manage social and economic dynamics, in particular, those that evolve from labour migration flows taking place globally and that are currently not as well dealt with as in the EU region.

¹ Replacement level' is the total fertility rate that, if held constant over time, would imply a population that is neither growing nor shrinking. The level of total fertility that constitutes replacement level depends upon the prevailing mortality rates in the given country. In most European countries this value is approximately 2.1 children per woman.

² Commission of the European Communities (2010). European Economy: Progress and Key Challenges in the Delivery of Adequate and Sustainable Pensions in Europe, Occasional Paper: No. 71. Brussels.

³ United Nations Department of Economic and Social Affairs (UNDESA) (2010). Population Division. World Population Prospects.

European initiative to improve working conditions for older employees

The European Foundation for the Improvement of Living and Working Conditions works on initiatives to promote longer working lives and encourage later retirement in countries of the European Union. One of the targets is the transfer of skills and experience from older workers to the younger generation. Other challenges are health projects, as well as the protection of older workers by establishing working conditions customized to their specific needs. Trans-boundary collaboration within European countries among various stakeholders, such as Governments, social partners and companies, creates a network to exchange information on age-related issues. A particular emphasis has been the improvement of working conditions of older employees, in order to ensure a reduction in the rate of absence due to ill health, and to achieve a prolongation of healthy working lives. As part of their projects, public awareness has been raised on the increase of the average age of the working population and its consequences for the labour market. As a result, hiring older employees in order to benefit from the unique and important contributions of those workers became a new company philosophy in many European countries.

Source: The European Foundation for the Improvement of Living and Working Conditions www.eurofound.europa.eu/research/0296.htm (accessed 19 September 2011)

For more information contact the office in Dublin, Ireland by Telephone: + 353 1 2043100, or by Email: Information@eurofound.europa.eu, or the Brussels Liaison Office, Belgium by Telephone: +32 2 280 64 76; +32 2 230 51 61, or by Email: Eurofound.brusseloffice@eurofound.europa.eu

Pension systems

Regional cooperation in the area of pensions may take place through the exchange of knowledge and expertise on fiscal reforms, or through a common legal framework in the context of the transferability of pension. Such cooperation can allow beneficiaries to receive a pension in another country, rather than the one in which it was accumulated. The main objective of regional cooperation is to avoid the risk of poverty for the ageing population as the number and proportion of retirees grows over the coming decades, and to empower older persons by creating the best possible framework for a secured income.

With regard to internal fiscal policies most UNECE countries, as well as the European Commission, agree that reforms are necessary to adapt to the economic consequences of population ageing. This is in particular relevant in this context, because in many countries with PAYG-pension schemes the spending on pensions constitutes a considerable and increasing share of the annual national budgets. The overall aim should be to reach long-term sustainability of national fiscal policy. "Sustainability relates to the ability of a government to assume the financial burden of its debt in the future." As many UNECE countries share similar challenges in this area, an exchange of good practice and experience may contribute to the desired learning process.

The issue of the transferral of the pensions and health insurance of older persons who, whether through choice or necessity, retire in a country other than their country of origin raises important questions. A framework for the transferability of pensions would be particularly important outside the European Union as the EU has already provisions in this regard. Also, regulations are needed for people who emigrate during their working life, acquire (state) pension savings or credits in the country of destination and return to the country of origin when they retire.

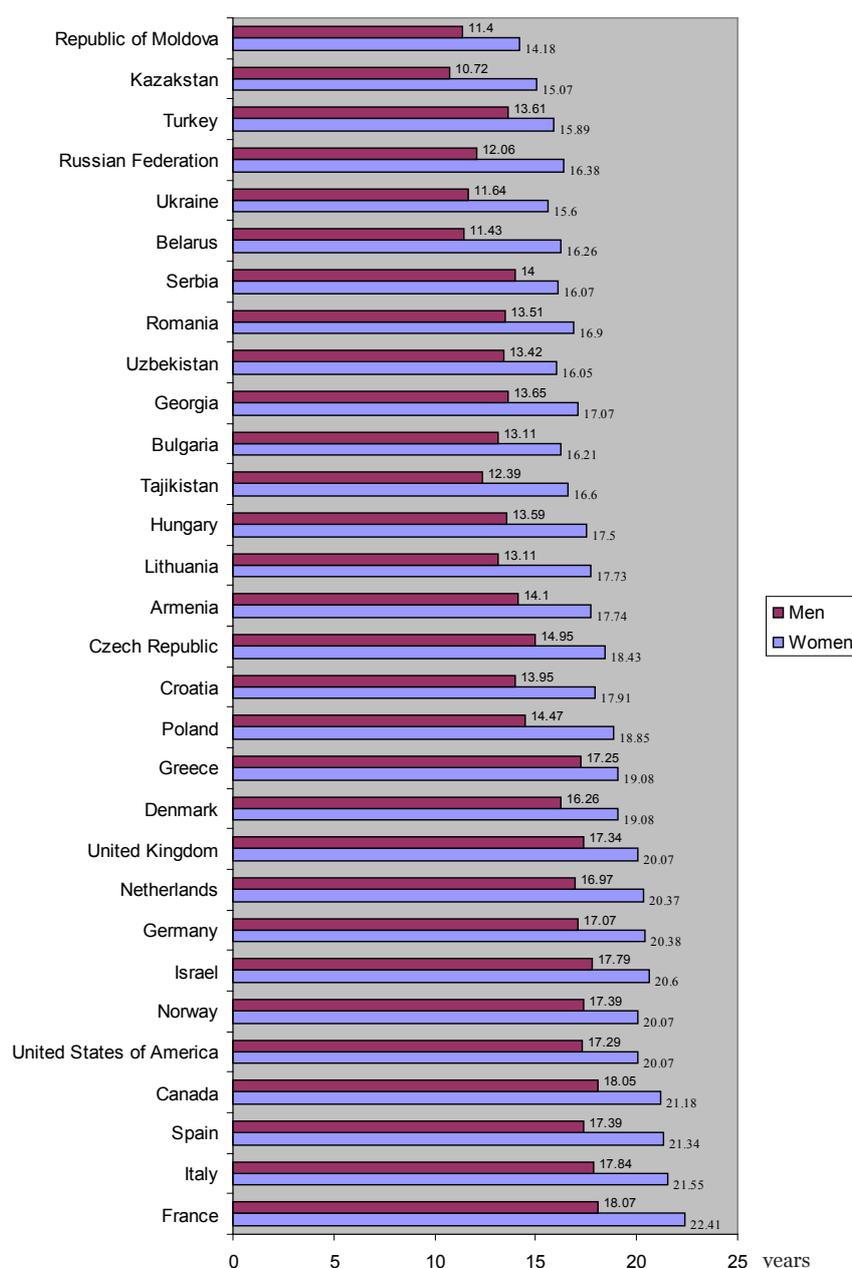
When engaging in regional cooperation on pension reform, especially in some cases when the possibility of transferring pension accruals from one country to another is lacking, the right of long-term care services must be taken into account. This is particularly pertinent if some member States expect their retirees to (partially) pay for their own care services from their pension.

⁴ Commission of the European Communities: Communication from the Commission to the European Parliament and the Council: Long-term Sustainability of Public Finances for a Recovering Economy, Brussels, COM (2009) 545/3.

⁵ Ibid, p. 3.

⁶ For further information on this topic see also: Meier, V. and Werding, M. (2010) Ageing and the Welfare State: Securing Sustainability. Oxford Review of Economic Policy. Vol. 26, No. 4, pp. 655-673.

Figure : Projected life expectancy for selected UNECE countries at the age of 65 in 2005-2010 (in years)



Source: United Nations Department of Economic and Social Affairs (UNDESA). Population Division. *World Population Prospects: 2010*

Long-term care and health policies

Since the share of older persons, in particular the share of oldest-old, will increase relative to the share of the working age population, it can be assumed that the proportion of people with care needs will also increase, while the proportion of people able to provide care might decline. Long-term care aims at promoting the best possible health-related quality of living for any person who is not capable of self-care. The target groups for long-term care include, amongst others, chronically ill individuals, HIV/AIDS patients, those with mental illness including dementia, older persons with motor limitations and those with disabilities. Learning from good practices in countries with a similar economic and cultural background may help member States to improve these services and contribute to establishing common standards. High quality of care can be achieved by ensuring an adequate staff/patient ratio, qualification of staff, and safety conditions in long-term care services.

SEEHN: South-eastern Europe Health Network

SEEHN is an institutional and political forum which was founded by the Governments of Albania, Bulgaria, Bosnia Herzegovina, Croatia, Montenegro, the Republic of Moldova, Romania, Serbia and the former Yugoslav Republic of Macedonia a decade ago. Since the forum's founding, its member States made a strong commitment to strengthen health policies and to achieve a sustainable health reform process through regional cooperation.

A decade after the foundation of SEEHN with the 2001 Dubrovnik Pledge, a trans-boundary political document for regional health development was signed in Albania on 10-12 November 2010. During this forum for health ministers it was decided to further develop regional cooperation on health issues with the aim of modernizing the respective health systems. The economic importance of a well-functioning health system was recognized as a vital means of maintaining a healthy working population of all ages, which will remain productive and be able to maintain its living standards throughout life.

Source: World Health Organization (WHO): Public Health Services: South-Eastern Europe Health Network (SEEHN) <http://www.euro.who.int/en/what-we-do/health-topics/Health-systems/public-health-services/activities/south-eastern-europe-health-network-seehn> (accessed 15 September 2011)

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In addition to the contribution of regional cooperation to the ongoing learning process in the area of care – and ultimately to the improvement of services – the increased demand for care also has very practical implications for cross-boundary relations. The migration of care personnel is already a common practice in many UNECE member States, with some member States more on the receiving end and others primarily countries of origin (albeit net flows mask the fact that some countries experience both an inflow and an outflow of migrant care workers).

Workshop on “Community Services for the Elderly” in Haifa/Israel

Israel's Agency for International Cooperation Development (MASHAV) undertakes a large variety of training courses in its Golda Meir Mount Carmel Training Centre (MCTC) in Haifa, with the aim of enhancing capacities in participants' home countries. In cooperation with the Population unit of UNECE, MCTC organised a 12-day training workshop entitled ‘Community Services for the Elderly’ in February 2011. Similar workshops are expected to take place in the future.

The workshop offered experts from various UNECE member States the opportunity to share experience and good practices, as well as the possibility to develop common projects for further cooperation in the area of community care. Israel excels in the field of community services and in this respect the country was proposed as a model to follow. Other topics discussed during the meetings were law and public policy related to older persons; various tactics and techniques for developing and managing services; the differences between countries in conceptions of ageing; and examples of community-oriented programs in Israel. According to the evaluations of the participants, the workshop was perceived as very useful for their work related to ageing.

Source: United Nations Economic Commission for Europe (UNECE) (2011). Working Group on Ageing. <http://live.unece.org/pau/age/capacity/welcome1.html>. (accessed 15 September 2011)

For further details please contact UNECE by email: ageing@unece.org.

For more information on MASHAV and its training centre MCTC see: <http://mctc.co.il> (accessed 15 September 2011)

Migrant care workers

The migration of care workers is one topic where the need for regional cooperation appears most obvious. The movement of care professionals, and care workers in general, from one country to another usually has implications for both countries. Currently there is little comparable data on care migrants. The topic remains under-researched and their different legal, residential and occupational statuses make it difficult to compile entirely accurate statistics. Considering a regional perspective on the phenomenon allows to understand and to commonly address international dynamics of migration flows.

⁷ Brodsky, J. et al. (2003). Key Policy Issues in Long-term Care, WHO Collaborating Centre for Research on Health of the Elderly JDC-Brookdale Institute. Geneva.

Countries of destination

As mentioned above, meeting the demand for staff shortages and long-term care through migrant carers is a common practice in many UNECE member States.⁸ Especially in Southern European and Mediterranean countries, there seems to be a trend towards private employment of migrant workers by the growing population of older persons. Of the available statistics, in Greece one quarter of all migrants are estimated to be employed in personal care or household services, 80 per cent of whom are migrant women.⁹ Similarly, in Turkey, Moldovan and Bulgarian workers are mostly employed in private households. In Italy, where older people make up over 20 per cent of the population, around 13 per cent of informal care needs are met by migrant care workers, typically in private settings.¹⁰ In Israel, approximately one out of every three frail persons is cared for by a migrant carer.¹¹ However, it is also taking place in Western and Central Europe (e.g., Austria and Germany), as well as in traditionally ‘family oriented’ countries such as Ireland and the United Kingdom.¹² According to the Network on Migration in Europe and the German Agency ‘Bundeszentrale für politische Bildung’ (Federal Agency for Civic Education) there are approximately 100,000 migrant care workers in Germany – mainly from Eastern Europe, only two per cent of whom are officially registered.¹³

Foreign care professionals are often at risk of experiencing poor working conditions, irregular employment, or long working hours with unpaid overtime. Providing an appropriate legal framework which acknowledges the importance of foreign care professionals is necessary in order to ensure that they are spared from exploitation and that their basic human rights are protected.¹⁴ Also, the development of professional and language skills through professional training of migrants may contribute to optimization of the mutual benefits for recipients and providers of long-term care. Policymakers from countries of destination may wish to consider how to provide adequate measures in order to avoid violations of the human rights of undocumented migrants. Qualitative and quantitative research to enhance the knowledge of unmet care needs in their country and of the situation of existing migrant care workers may be the basis for such undertakings.

Countries of origin

There are a variety of reasons why migrant care workers choose to leave their country of origin: from filling a gap in destination countries to improve their skill sets, or to invest in career opportunities and increase their standard of living.¹⁵ If large numbers of persons emigrate to work as carers in other countries, a gap of qualified professionals may occur in the country from which they emigrate. UNECE member States may try to find means to mitigate these developments by promoting better working and living conditions for their own

⁸ See: World Health Organization (WHO) (2006). Health Care Migration in the European Region: Country Case Studies and Policy Implications.

⁹ Van Hoore, F. (2010). Varieties of Migrant Care Work: Contrasting Patterns of Migrant Labour in Social Care in Italy, England and the Netherlands, Paper prepared for the Espanet Annual Conference 2010, Social Policy and the Global Crisis: Consequences and Responses.

¹⁰ Lamura, G. et al. (2011). ESPAnet Conference: Social Policy and the Global Crisis; Stream 12.1/A. http://www.espanet2010.net/en/328.file/p_Lamura-Interaction%20among%20migrant%20care.pdf (accessed 15 September 2011).

¹¹ Hoff, A. et al. (2010). Migrant Home Care Workers Caring for Older People: Fictive Kin, Substitute, and Complementary Family Caregivers in an Ethnically Diverse Environment. In: “International Journal of Ageing and Later Life”. Vol. 5, No. 2, pp. 7-16.

¹² Van Hoore, F. (2010). Varieties of Migrant Care Work: Contrasting Patterns of Migrant Labour in Social Care in Italy, England and the Netherlands, Paper prepared for the Espanet Annual Conference 2010, Social Policy and the Global Crisis: Consequences and Responses.

¹³ Netzwerk Migration in Europa der Bundeszentrale für politische Bildung. http://www.migration-info.de/mub_artikel.php?Id=090501 (accessed 15 September 2011)

¹⁴ Organization for Security and Co-operation in Europe (OSCE) (2006). Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination, Press and Public Information Section, Vienna.

¹⁵ World Health Organization (WHO) (2006)

professionals, including incentives for qualified staff to stay. In the instances where people cannot be persuaded to stay, the main issue for countries of origin is to safeguard labour standards and human rights for their citizens in the countries of destination. In cases where migration takes place in the form of unregulated human trafficking, the countries of origin need to undertake all possible efforts to prevent this inhuman practice from happening. One of the most important strategies is to promote close collaboration between countries of origin and countries of destination. It may be considered that shortages of care personnel in Western European countries may be balanced by care staff from Central- or Eastern European countries. If occurring shortages of care personnel in Central- or Eastern European countries are met by migration from countries further East, then the latter have to manage their care sector with a reduced number of professionals. Regional cooperation and dialogue on this topic would help to address these dynamics in such a way that the needs of all are considered.

Adult learning and volunteering

Adult learning is an important measure when discussing ageing policies. Continuous learning, for instance through language or professional training, or training in Information Technology (IT) skills helps older employees and citizens to remain in the labour market, or to better manage their daily life. Adult learning is also beneficial to migrant care workers to better integrate into their new professional contexts or the social life of their country of destination. Regional cooperation on the policymaking level or the programme management level helps to enrich curricula. It also allows a broader perspective on the neighbouring world and other member States' experiences when setting up adult learning programmes and projects.

The Grundtvig-Programme of the European Union

Grundtvig is a programme that strives to develop the adult education sector and provide access for more people to engage in learning opportunities in mainly European countries. The Grundtvig programme is centered on the teaching and study needs of those in adult education and 'alternative' education courses, and the organizations that deliver these services. The desired outcome is to improve knowledge and skills, facilitating personal development, as well as increasing employment opportunities. The program funds a variety of activities such as those that support adult learning staff to be able to travel abroad for learning experiences and through exchanges, various other professional experiences and larger scale initiatives.

Source: Commission of the European Communities: The Grundtvig Programme. http://ec.europa.eu/education/lifelong-learning-programme/doc86_en.htm (accessed 15 September 2011)

Adult learning also takes place in the context of volunteering work. Volunteering often constitutes a new experience to the person volunteering, especially if the volunteer explores an area of work in which he or she has no professional background. Regional cooperation of volunteer organizations from various countries facilitates intercultural exchanges and understanding. In the context of the European Union, volunteering has been promoted, as reflected in the promotion of the European Year of Volunteering in 2011. Regional Cooperation beyond the borders of the EU is also desirable, as it offers its participants the opportunity to learn about the cultural, social and political practice which may differ from EU coined practice.

Germany cooperates with Austria, the Czech Republic and Poland in the area of volunteering

The German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth has launched programme called “Seven Bridges”, which is aimed at exchanging experience in the area of volunteering. The project has been developed in the context of the “European Year of Volunteering 2011” and the “European Year of Active Ageing and Solidarity between Generations 2012” and promotes partnerships between seven different cities, located at Germany’s Eastern border, and their Austrian, Czech or Polish partner cities. As part of this project participants shall meet and develop common project, which are adapted to the needs of the respective area. Here, the German Government offers its expertise gained through previously established programmes, such as multigenerational houses, volunteering services for all generations, family and study mentoring, care as well as senior trainers. “Seven Bridges” shall contribute to greater intercultural understanding and shall foster the idea of a diverse, but unified Europe.

Source: Information on the project can be found at: www.siebenbruecken.eu (accessed 15 September 2011)

Or contact Kornelia Folk from the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. Telephone: 03018 555-2440. Kornelia.Folk@bmfjsfj.bund.de

Conclusion and recommendations

This policy brief presents an introduction to various areas of ageing policies for which regional cooperation under the normative umbrella of MIPAA appears appropriate and possible, such as labour market policies, pension systems, long-term care, migration and lifelong learning.

Economic interaction and labour market

Regional cooperation on age-friendly labour market policies may lead to common standards in this policy field. Experience on how to promote labour market participation may be shared. Regional coordination on mobility in the UNECE region as one element of employment policies may create opportunities for retirees to remain in or return to the labour market.

Pension systems

Trans-boundary communication of how national pension reforms are and could be undertaken to adapt pension schemes to demographic change and population ageing, may help to identify solutions to common challenges. Regional cooperation on the possibility of transferring pensions from one country to another is necessary to allow mobility to pensioners as well as to ensure their subsistence.

Long-term care and health policies

Exchanging experience on various preventative health measures and health policy may lead to common standards for health and social protection for older citizens. Furthermore, an exchange of experience with regard to diversifying the care infrastructure, qualification of staff, or the availability of carers to meet an adequate patient/staff ratio is a beneficial practice. When member States are considering whether there is need to employ foreign care workers, regional cooperation may contribute to common solutions and strategies.

Migrant care workers

The migration of (professional and informal) care workers is of concern for countries of origin and countries of destination alike. Countries of origin may want to develop strategies for preventing the phenomenon of ‘brain-drain’ by improving living and working conditions of care professionals. Regional cooperation could inform decisions on how to introduce appropriate measures against human trafficking. Collaboration can also help to identify common measures against illegal migration. Countries of destination may want to develop strategies to ensure integration and social protection of migrants. Language training and professional qualification are only a few measures to be undertaken in this regard. The protection of migrant care workers through regional cooperation by establishing standards for migrants may be promoted in the contexts of platforms and networks between countries of origin and destination.

Adult learning and volunteering

Regional cooperation on adult learning is aimed at enhancing curricula, setting common standards and exchanging experience. This is relevant concerning programmes on language and IT training, or on achieving professional qualification. A useful means of “learning by doing” are various volunteering programmes, which are enriched through the exchange of experiences in a sub-regional or regional context.

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Checklist : Cooperation on ageing policies in the UNECE region

Main areas	Areas of implementation	Key elements
Labour Market	Promotion of economic stability	Regional cooperation to prevent future economic crises
		Exchange of information and expertise
		Promotion of sustainable economic growth
		Promotion of age-friendly employment policies
		Promotion of opportunities for retirees to return to the labour market
		Regional cooperation to coordinate labour mobility in the UNECE region
Pensions	National pension reform	Pay-as-you-go state pension schemes
		Private insurance
		Incorporation of pension credits for women to cover their periods of childcare or long-term care for dependents
	Transfer of pensions to other UNECE countries	For persons who migrate during retirement
		For migrants who return to their country of origin for retirement after having worked in a foreign country
Health and long-term care	Disease prevention	Creation of standards for health and social protection for older citizens
		Exchange of experience on various preventative measures
	Long-term care	Exchange of experience with regard to diversifying the care infrastructure
		Qualification of staff
		Availability of carers to achieve an adequate patient/staff ratio
		Consideration of whether a need exists to employ foreign care workers

Checklist : Cooperation on ageing policies in the UNECE region

Main areas	Areas of implementation	Key elements
Migrant care workers	Cooperation between countries of origin and destination	Protection through regional cooperation, establishing standards for migrants including older migrants
		Regional collaboration to develop measures against illegal migration
		Creation of platforms and networks for common strategies to benefit countries of origin and destination
	Countries of origin	Prevention of 'brain drain' by improving living and working conditions of care professionals
		Prevention of trafficking
	Countries of destination	Research on the situation of documented and undocumented migrants
		Language training
		Professional qualification
Integration and social protection of migrants		
Adult learning and volunteering	Regional cooperation on adult learning projects	Professional training
		Language training
		IT training
		Volunteering as an adult learning measure