



**10th Annual Forum of the EU Strategy of Baltic Sea Region
12-13th of June, 2019
Gdańsk, Poland**

SUMMARY REPORT

**SEMINAR “Sustainable Working Life in the Baltic Sea Region”, focusing on
demographic change, labour market and future work”**

Time: 13 June 2019, 13:15 - 14:45

The Seminar was aiming to provide a holistic, cross sectoral overview of the current challenges in the labour market.

The countries in the Baltic Sea region face considerable challenges related to an ageing population, also a need to adjust to a changing labour market, often requiring new skills and qualifications.

The challenges need to be addressed with for example educational systems better to respond to the needs of the labour markets’, also to respond to the needs of an ageing workforce. Other challenges are related to the pension systems that needs to be more flexible and sustainable when people stay live longer. Since the ageing population will have strong impacts both on economic growth, social cohesion (between social groups) and social sustainability (between generations) within the Baltic Sea region it is essential to learn more about how effectively use the resources at hand by fostering active and healthy ageing and increasing the labour force participation of older people.

The Seminar provided an occasion for a fruitful exchange of views on cooperation and experience exchange towards sustainable working life in the Baltic Sea region in light of expected demographic change.

The cross-sectoral approach in discussions and presentations had been ensured by speakers at the Seminar, prominent experts from the field, representing the different sectors: inter-governmental organisations, academia, policy-makers, governments, employers and NGOs.

Such cross-sectorial approach should be used in finding solutions for improvement of the labour market’s conditions for all generations, making it sustainable and contributing to the welfare of states and people.



The issue of socio-economic diversity among the countries of BSR was raised by many presenters. Having the same challenge of ageing population in the Baltic Sea Region, the countries of the region are very much diverse in socio-economic development and backgrounds - richer countries, fighting to find the incentives for elderly to stay longer at labour market, while another - struggling with high emigration and low pensions' level. There is obviously no "one-size-fits-all" solutions for all countries and societies around Baltic Sea.

Another important issue is a big deficit in terms of implementation and effective practical measures, despite a lot of knowledge about challenges and policy recommendations.

The BSR can become a model Region for testing the effectiveness of policies in different social and economic environments to develop a better understanding on how policies, community services, individual decisions and preferences affect the labour force participation of older people. Comparisons among the countries of the BSR and the exchange of best practices, mutual learning will help us to identify the fields and gaps where policy interventions are needed.