

OECD THEMATIC FOLLOW-UP REVIEW OF POLICIES TO IMPROVE LABOUR MARKET PROSPECTS FOR OLDER WORKERS

FRANCE (*situation mid-2012*)

*In 2011, the employment rate for the population aged 50-64 in France was 1.1 percentage points **higher than in 2005** and 6.5 percentage points **below the OECD average**. Further statistical information about the labour market situation for older workers in France is presented in the scoreboard in Table 1.*

A major multi-country OECD review of employment policies to address ageing took place during 2003-05 and was summarised in the OECD synthesis report *Live Longer, Work Longer*, published in 2006. That report put forward an agenda for reform, consisting of three broad areas where policy action was seen as necessary to encourage work at an older age:

- strengthening financial incentives to carry on working;
- removing barriers to continuing employment after the age of 50;
- improving the employability of older workers.

One of the main purposes of this follow-up review is to take stock of the progress OECD countries have made in implementing this reform agenda. In the third quarter of 2011, a questionnaire was sent to all Member countries, seeking information on the measures and reforms carried out since 2006. For each of the 21 countries¹ that had participated in the original review, the questionnaire was adapted to refer to the OECD's specific policy recommendations in each corresponding country report.

The main actions taken in France since 2005 are described in this Note. A summary assessment of the extent to which France has followed the OECD's recommendations in the report *Ageing and Employment Policies: France* is given in Table 2.

¹ Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Finland, France, Germany, Ireland, Italy, Japan, Korea, Luxembourg, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom, United States: For further information, see www.oecd.org/els/emploi/travailleursages

A. STRENGTHENING FINANCIAL INCENTIVES TO CARRY ON WORKING

A.1. OECD recommendations to France in 2005

Continue to reduce the possibilities for early retirement

Between 2005 and 2010, the number of people taking public-funded early retirement more than halved. With 5 100 new beneficiaries in 2011 and a total of 30 600 claimants at year-end, the early retirement scheme for asbestos workers (*CAATA*) is the only scheme with an important number of claimants. At year-end 2011, it accounted for 86% of all new pensioners taking public-funded early retirement and 79% of all individuals taking early retirement.

All new entitlements to special allowances from the National Employment Fund (AS-FNE) were stopped at the end of 2011

This is the last measure for total non-targeted public-funded early retirement which allowed some employees who were made redundant on economic grounds to claim, at the age of 57 or older, or for special reasons from the age of 56, *AS-FNE* benefits paid by *Unédic*, thanks to a new agreement signed between the State and the employer. It should be noted that the conditions for benefits at the national employment agency (*Pôle Emploi*) are more favourable for jobseekers aged over 50 who must have contributed to the unemployment insurance scheme for at least four months in the past 36 months (past 28 months for jobseekers under the age of 50).

Increased penalty in 2008 for in-house early retirement schemes

Since mid-2003, in-house early retirement schemes involving termination of the employment contract were subject to a contribution paid solely by the employer into the Old Age Solidarity Fund. This contribution - which amounted to the sum of the employer's and employee's contributions to the general pension scheme and the capped contribution (also for employer and employee) to the compulsory supplementary pension scheme - was doubled in 2008.

Reform the exemption from looking for work

Abolition of the exemption from looking for work (DRE) for older jobseekers from 1 January 2012

Since 2006, maintaining the exemption from looking for work has been in direct contradiction with the policy to increase the employment rate among people aged 55-64. On the one hand, the existence of the *DRE* measure gives credence to the idea that, from a certain age, some people are no longer employable. On the other hand, jobseekers who are granted *DRE* are removed from *Pôle Emploi* files and are no longer entitled to its assistance. The conditions of eligibility for *DRE* have thus been gradually tightened with a view to abolishing the measure in 2012.

The age at which *DRE* can be requested by a jobseeker has been raised gradually and under the following conditions:

- for jobseekers receiving benefits from the unemployment insurance scheme: 58 years in 2009, 59 in 2010 and 60 in 2011.
- for jobseekers receiving the specific solidarity allowance and for jobseekers without benefits: 56 ½ years in 2009, 58 in 2010 and 60 in 2011.

At the end of 2011 in metropolitan France, 160 690 claimants aged 55 to 64 were granted *DRE*, compared to 408 708 at the end of 2005.

Adjust the retirement age according to demographic trends

The 2003 pension reform provided for an extension of the period of contributions for entitlement to a full pension. This extension, beyond the period of 40 years of pension contributions required in 2008, is governed by an incremental mechanism which consists in maintaining a constant ratio between the period of service and the average length of retirement. Greater life expectancy after the age of 60 has increased the length of retirement, but this is offset by the resulting increase in the period of contributions. Consequently, pensioners should be encouraged to postpone retirement in light of their probable gains in life expectancy.

The pension reform Act of November 2010 extends this measure and provides for a progressive rise in the legal minimum retirement age and the age for a full pension entitlement. The dates for introducing these rises were brought forward in 2011.

Increase the statutory minimum retirement age from 60 to 62 and the age for full pension entitlement from 65 to 67 between 2011 and 2017. The pension reform Act of November 2010 provides for a gradual increase for persons born in and after 1951. From July 2011, this was set to increase by 4 months per year and per cohort to reach 62 for the legal minimum retirement age for persons born in 1956 and after, and 67 for full pension entitlement. However, at the end of 2011, it was decided to bring forward this rise with annual increases of five months from January 2012. This means that the minimum retirement age of 62 will now be reached in 2017 (instead of 2018) for persons born in and after 1955.

Maintain early retirement for persons with many years of service or who started working at a young age. The provision for early retirement (from the age of 56) established in 2003 for persons with many years of service or who started working at a young age (between 16 and 18) was amended by the 2010 pension reform. The early retirement age was raised to 58 for persons who began working between the age of 16 and 18. The decree of 3 July 2012 extended this provision to those persons who began working between the ages of 18 and 20, allowing them to take early retirement at the age of 60 instead of 62. This measure will enter into force on 1 November 2012.²

From July 2011, introduce an interim solidarity allowance (allocation transitoire de solidarité – ATS) for some jobseekers who have not attained the new statutory minimum retirement age. ATS concerns persons born between July 1951 and December 1953 who are involuntarily made redundant and who have the requisite period of insurance for a full pension, but who have not yet reached the new statutory minimum retirement age. ATS replaces the pension equivalent allowance (*allocation équivalent retraite - AER*) which was abolished in January 2011.

² The decree of 3 July 2012 authorising retirement at 60 includes within the “many years of service” provision those persons who began working between the ages of 18 and 20 who are entitled to retire at the age of 60. Individuals wishing to take early retirement must have paid insurance for a certain number of quarters. For example, for persons born in 1960 and after who retire at the age of 58: an additional 8 months to the requisite period of insurance; for those retiring at the age of 60: the statutory minimum period of insurance, *i.e.* 164 quarters for cohorts born in 1952, 165 quarters for persons born in 1953 and 1954, and 166 quarters for those born in 1955 and after.

Make gradual retirement attractive and more accessible

Since 2006 gradual retirement has been made more attractive and accessible. Until 2003, persons wishing to benefit from gradual retirement began to claim their pension at the time of entering into the scheme. At the same time, persons wishing to benefit from gradual retirement had to reduce their hours of work. Part-time workers were, *de facto*, not eligible for gradual retirement.

Since the 2003 pension reform which entered into force on 1 July 2006, persons taking gradual retirement make an additional pension claim when they finally stop working. This entitles them to pension rights acquired during the period of gradual retirement while they continued to work. Furthermore, part-time workers are now entitled to gradual retirement without having to reduce the number of hours they work. The 2010 pension reform has changed this interim measure into a permanent provision.

The gradual retirement provision allows persons who have reached the statutory minimum retirement age (62 from 2017) and who have paid at least 150 quarters of insurance to draw a fraction of their pension while continuing to work part-time. The pension is calculated as a percentage of the full pension on the basis of the amount of part-time work (*i.e.* 30% if the part-time work is between 60% and 80% of full-time work; 50% if it is between 40% and 59%; 70% if it is less than 40%). Before taking gradual retirement, employees must come to a mutual agreement with their employers who must agree to allow their employees to reduce their working hours.

This partly explains why relatively few people opt for gradual retirement. Over the period 2007-2011, there were between 800 and 1 000 persons taking gradual retirement per year, compared to 200 in the early 2000s.

Promote possibilities for benefiting from the bonus

Make the option of the bonus more attractive in 2006, 2007 and 2009. The bonus provision introduced on 1 January 2004 increases the pension of persons who continue to work after reaching the full pension entitlement age and who have completed the necessary contribution period for a full pension. Up to 2006, the bonus was 3% per year. From 1 January 2007 to 2009 a sliding scale was applied depending on the number of years of the bonus and the person's age. As a result, the bonus was maintained at 3% for the first year of work after the age of 60, then 4% for the following years, and 5% after the age of 65. Given the low take-up rate, the measure was amended on 1 January 2009 with the introduction of a single bonus rate of 5% for each additional year of work.

The number of people retiring with the bonus increased noticeably in 2007 and 2009 following the amendment which made the measure more attractive. However, in 2010, this share was more or less stable (at around 13%) and would seem to show that the measure has peaked. The introduction of the bonus is also having a significant effect on the average age that persons potentially eligible for the bonus make a claim: under the general pension scheme, the average age for claiming the bonus drops by 0.2 years while their probability of continuing to work after the age of 60 increases by around 7 percentage points.

A.2. Other measures introduced that are unrelated to OECD recommendations

Liberalisation of the combined work and pension provision in 2009. The Social Security Financing Act (LFSS) of 2009 introduced a new, so-called liberalised, combined work and pension provision which allows people, under certain conditions, to combine their full pension entitlement with earnings from continuing to work. All pensioners, regardless of the age at which they claim their pension and regardless of the pension scheme (except for the farmers' scheme) can combine earnings from employment and their basic pension if they meet the following conditions:

- they are at least 60 years of age and have the requisite period of insurance for entitlement to a full pension under the general pension scheme or, regardless of the period of insurance, from the age of 65;
- they have claimed all personal pension entitlements under the basic and supplementary schemes, in France and abroad, in addition to those of international organisations.

In 2009, according to the National Pension Fund (*Caisse nationale d'assurance vieillesse - Cnav*), 245 700 people benefited from the combined work and pension provision: these individuals received income from private sector employment in 2009 having claimed their pension under the general scheme in 2008 or earlier. This represents an 18% increase in the number of people benefiting from this measure compared to 2008, confirming the trend noted in recent years. Beneficiaries are mostly men (around 60% in 2009) and this gender balance has been stable over the past few years.

The social security system for self-employed workers (*Régime social des indépendants - RSI*) conducted a study on the effects of the liberalisation of the measure from 2009 to the end of July 2010 among *RSI* pensioners who continue to work under this scheme. It showed that while the number of combined work and pension beneficiaries was stable between 2005 and 2008 (around 6 000 people taking up the measure each year), it has risen significantly since 2009 as a result of the liberalisation of the provision and also because of the creation of the “auto-entrepreneur” status on 1 January 2009. In 2010, there were 13 000 people registered as new or continuing self-employed workers.

B. REMOVING BARRIERS TO WORK AFTER THE AGE OF 50

B.1. OECD recommendations to France in 2005

Review pays scales based on age or length of service

Little change in pay policy which is dictated entirely by the representatives of management and unions (the “social partners”) in France, except for decision regarding the minimum wage.

The Law of 9 November 2010 on pension reform provided for subsidies to companies hiring jobseekers aged 55 or over, on open-ended contracts or fixed-term contracts of at least six months. The enabling decrees have not yet been published.

In light of the limited access to training for older workers, Decree No. 2011-524 of 16 May 2011 introduced a subsidy of EUR 2 000 for enterprises hiring a jobseeker aged 45 or over on a professional training contract.

Diffuse more widely best practices adopted by companies.

Best practices for the employment of older workers are not widely followed

A national multi-sector agreement in 2005 to promote the recruitment and retention of older workers in employment was taken up in the National Plan of Action for the Employment of Older Workers for 2006-2010. This is the result of consultation work between the State; Parliament; the Economic, Social and Environmental Council and the social partners. The Plan has long-term goals to increase the numbers of older workers in employment by tackling the factors that exclude them, promoting their employability and safeguarding their career paths.

Furthermore, national communication campaigns to promote the employment of older workers were rolled out in 2006, 2007 and 2008 to help change people's attitudes and a dedicated benchmark website was set up in 2009 (www.emploidesseniors.gouv.fr).

However, the mixed outcomes of the National Plan of Action led the Government to review its policy for the retention in employment and career management of older workers. From 1 January 2010,³ companies with more than 50 employees must sign up to a sector or company agreement or a plan of action to promote the employment of older workers or face a fine equivalent to 1% of their payroll. Amounts collected from this fine are paid into the National Old-Age Pension Fund for Employees (*Caisse nationale d'assurance vieillesse des travailleurs salariés*). The agreement or plan of action must provide for the retention in employment of a specific number of workers aged 50 or over, or for the recruitment of workers aged 50 or over, as well as provisions in favour of retention or recruitment which fall within at least three of the following categories: 1) recruiting older workers in the enterprise; 2) planning career development; 3) improving working conditions and preventing strenuous situations; 4) transmitting knowledge and skills and developing mentoring; 5) developing skills and qualifications and access to training; and 6) planning for retirement and the work-to-retirement transition. Enterprises and the social partners made a significant effort to comply with these criteria, but the two most popular areas of action (*i.e.* 2 and 4) did not have an immediate impact unlike the direct recruitment of older workers (1) which was, on the contrary, practised only sparingly.

Implement good practices with regard to older public sector workers

No real plan for older workers in the civil service, either for workforce planning or for improving working conditions. The framework plan of action setting out the priority inter-ministerial guidelines for the employment of older workers in the civil service is currently being drafted. A parliamentary report due in January 2012 should review practices in the three sectors of the civil service and propose guidelines and policy thrusts. This plan will more broadly address age management and career pathways by specifying strategic policies and flagship actions that the ministries should adopt in their own plans.

Abolish the Delalande contribution or make a genuine bonus/malus system

Abolition of the "Delalande contribution" in 2008. Introduced in 1987 and paid by employers who make an employee over the age of 50 redundant, this contribution discouraged the recruitment of older workers as companies sought to avoid the risk of becoming liable to this tax at a later date.

B.2. Other measures introduced that are unrelated to OECD recommendations

Failure of the fixed-term contract for older workers ("CDD seniors") established in 2006 upon the request of the social partners. This fixed-term contract concerns workers aged over 57 who have been registered as jobseekers for more than three months or who benefit from a personal redeployment agreement. This measure is little used since there are no specific subsidies related to this fixed-term contract.

Introduction in 2008 of the provision for the termination of an employment contract by mutual agreement ("rupture conventionnelle"). This new method of terminating an open-ended employment contract entered into force in August 2008 and entitles workers to severance pay and unemployment benefits after a relatively short waiting period. While the *rupture conventionnelle* concerns all age categories, it is more

3 On 14 December 2009 this deadline was postponed until 1 April 2010 for enterprises with between 50 and 299 employees.

frequently used among workers aged 55 and over. It may thus be asked to what extent this measure merely offers a new form of social financing for early retirement.

Since 2010, mandatory retirement before the age of 70 has been impossible. However, mandatory retirement for workers born before 1 July 1951 is possible between the ages of 65 and 69 with the agreement of the worker. If the conditions for mandatory retirement are not met, termination of the contract constitutes wrongful dismissal. The employer can require an employee to take mandatory retirement from the age of 70. The Labour Code provides for no specific procedure. If the collective labour agreement applicable in the enterprise makes no provisions in this area, the employer informs the employee of his decision under his own terms.

C. IMPROVING THE EMPLOYABILITY OF OLDER WORKERS

C.1. OECD recommendations to France in 2005

Emphasise professional training for all workers and establish quantitative monitoring of training objectives for workers aged over 45

Measures have been taken (see “sector or company agreements” above), but they have not succeeded in reducing inequalities in access to vocational training. Access to training for employees still varies greatly according to the age and occupational category of employees; management staff and young workers enjoying easier access to training than manual workers and older employees.

Policies have been rolled out but these remain on a small scale such as:

- *Mentoring of young employees by older workers.* An experimental measure under which older workers act as mentors to young employees under the age of 26 recruited within the last six months and trainees has been in place since 31 December 2011.
- *Additional aid for the recruitment of older workers under professional training contracts.* Applicable since 1 March 2011, a lump sum subsidy of EUR 2 000 is combined with EUR 2 000 already paid by the Public Employment Service – PES (*Pôle emploi*) to employers signing a professional training contract with a worker aged 26 or over, as well as exemptions from social security contributions. Only 4 300 professional training contracts were signed with older workers in 2011, well below the target of 10 000 contracts.
- *Subsidies to assist skills management planning.* Commitments to developing employment and skills (*EDEC*) are one of the incentives offered by the State to help sectors and enterprises (particularly SMEs) take the necessary steps to prepare for change and prevent the risk of employee unsuitability. Workers aged over 45 have been the priority target for the *EDEC* measure since 2005. Since 2008, they have accounted for around 31% of the workers to have benefited from this initiative. The target for 2012 is 35% and 37% for 2013.

Step up PES initiatives to help jobseekers over 50 back into work

Low take-up of subsidised contracts in the market and non-market sectors to promote the employment of older workers. The number of older workers recruited on subsidised contracts (new hires) was relatively stable between 2006 and 2011 (a drop of 4 000), in line with the global downturn in the total number of new hires on subsidised contracts (from 358 000 in 2006 to 284 000 in 2011). However, these trends were

not consistent throughout this period. From 2006 to 2011, the share of older workers among new hires on subsidised contracts in the market sector (*CUI-CIE - contrat unique d'insertion marchand, CIE - contrat initiative emploi* and *CI-RMA - contrat d'insertion revenu minimum d'activité*) grew by 6 percentage points from 20% to 26%; and in the non-market sector (*CUI-CAE - contrat unique d'insertion non marchand, CAE - contrat d'accompagnement vers l'emploi* and *CAV – contrat d'avenir*) by 3 percentage points from 14% to 17%. Nevertheless, this growth was not constant over the period in question. For example, older workers accounted for a larger share of new hires on subsidised contracts in the market and non-market sectors between 2006 and 2008. This trend was reversed in 2009 with a drop in the number of older workers among new hires on subsidised contracts, particularly in the market sector (a fall of 9 percentage points compared to a decrease of 4 percentage points) as a result of measures taken to promote the employment of young people badly affected by the crisis. After bottoming out in 2010, the share of older workers among new hires on subsidised contracts in the market sector (particularly on *CUI-CIE*) grew in 2011 in parallel with the refocusing of the measure on those people receiving income support (*RSA – revenu de solidarité active*) and the long-term unemployed. However, after rising in 2010, the share of older workers dropped again among new hires on subsidised contracts in the non-market sector (particularly on *CUI-CAE*) in 2011. If we include renewals of contracts, which are more frequent in the non-market sector, the share of older workers is higher since their contracts are more likely to be renewed: they thus represent 21% of all new hires on *CUI-CAE* in 2011 compared to 19% in 2010.

Improve working conditions for all

Surveys on working conditions show that older workers remain relatively less exposed to strenuous conditions and risks than their younger colleagues. The relative protection from poor working conditions that older workers seem to enjoy is due, at least in part, to the results of selection, *i.e.* those workers in very strenuous jobs tend to retire before the age of 60.

Negotiating agreements or establishing plans of action to reduce strenuous working conditions. The Law of November 2010 on pension reform obliges companies to do this, or face a fine from 1 January 2012. The amount of this fine is set at a maximum of 1% of the remuneration and benefits paid to workers exposed to several strenuous factors depending on the efforts made by enterprises to reduce strenuous conditions. The Law also provides for a traceability mechanism for exposure to risks by establishing an individual file for workers exposed to one or more strenuous factors as specified by the Law. The 2010 Law also provides for a compensation mechanism to allow early retirement for certain workers who have been subjected to strenuous working conditions, in addition to arrangements to reduce the workload or offer supplementary compensation to employees in strenuous jobs. Sectors and enterprises are encouraged to enter into negotiations to propose flexible end-of-career arrangements to workers exposed to strenuous working conditions.

Older workers recognised as a priority target for the new National Ageing Well Plan (“Plan national Bien Vieillir”). This plan is more determined and ambitious through the inclusion of new spheres of action such as the “Ageing well at work” (*Bien vieillir au travail*) initiative. Another priority area “Mainstreaming ageing in the workplace” (*Prise en compte du vieillissement dans le milieu professionnel*) is based on two key measures, namely the diffusion of best practices and targeted efforts to improve the training of management staff overseen by the National Agency for Improved Working Conditions (*ANACT*).

Support financially the switch to part-time work, though only for older workers on low incomes

The shift to part-time working, whether requested by the employer or the employee, leads to a drop in earnings. Similarly, pension contributions are calculated on the basis of the contractual period of service. As a result, as part of their consultations on the employment of older workers, several sectors have negotiated flexible end-of-career provisions which allow older workers to shift to part-time working with a partial take-up of the difference in remuneration by the employer:

- Shift to part-time working with partial compensation by the employer for the difference in earnings and/or continuing to pay pension contributions for full-time work (*e.g.* in the wholesale trade of wines, ciders, spirits, syrups, fruit juices and miscellaneous beverages sector; the wholesale meat trade; telecommunications).

- Strenuous working conditions and flexible working hours for workers aged 55 and over in enterprises with more than 50 employees (*e.g.* in the non-food retail sector).

Table 1. Older workers scoreboard, 2005 and 2011

	France			OECD ^h		
	2001	2005	2011	2001	2005	2011
Employment						
-- Employment rate, 50-64 (% of the age group)	50.2	53.6	54.7	55.6	58.4	61.2
of which						
50-54	75.8	78.2	80.2	71.8	73.7	76.1
55-59	49.3	55.1	63.9	55.9	59.9	64.8
60-64	9.9	13.8	18.8	32.5	35.6	40.0
-- Employment rate, 55-64 (% of the age group)	30.7	38.5	41.4	44.9	49.0	52.9
-- Employment rate, 65-69 (% of the age group)	2.1	2.9	5.3	15.2	16.5	18.5
Job quality						
-- Incidence of part-time work, 55-64 (% of total employment)	20.7	17.8	17.9	17.2	17.2	18.7
-- Incidence of temporary work, 55-64 (% of employees)	5.5	5.6	8.3	9.0	9.1	9.1
-- Full-time earnings, ^a 55-59 relative to 25-29 (ratio)	1.52	1.54	1.48	1.32	1.33	1.34
Dynamics						
-- Retention rate, ^b after 60 (% of employees t-5)	14.3	18.5	21.6	37.8	40.4	42.2
-- Hiring rate, ^c 55-64 (% of employees t-1)	4.4	5.2	5.4	7.8	9.2	8.5
-- Effective labour force exit age ^d (years)						
Men	58.7	58.6	59.1	63.1	63.3	63.9
Women	58.6	59.4	59.5	61.1	62.0	62.8
Unemployment						
-- Unemployment rate 55-64 (% of the labour force)	5.8	5.3	6.6	4.6	4.8	5.8
-- Incidence of long-term ^e unemployment, 55+ (% of total unemployment)	66.9	63.2	58.9	46.8	47.7	45.9
Employability						
-- Share of 55-64 with tertiary education ^f (% of the age group)	13.3	16.1	18.3	15.9	19.9	22.9
-- Participation in training, ^g 55-64						
Absolute (% of all employed in the age group)	0.4	3.0	3.9	6.6	8.2	9.4
Relative to employed persons aged 25-54 (ratio)	0.15	0.44	0.58	0.44	0.52	0.57

-- unavailable.

a) Mean gross hourly earnings, 2002, 2005 and 2009.

b) All employees currently aged 60-64 with tenure of five years or more as a percentage of all employees aged 55-59 five years previously, 2000, 2005 and 2010.

c) Percentage of employees aged 55-64 with a job tenure of less than one year, 2000, 2005 and 2010

d) Effective exit age over the five-year periods 1996-2001, 2000-2005 and 2006-2011. The effective exit age (also called the effective age of retirement) is calculated as a weighted average of the exit ages of each five-year age cohort, starting with the cohort aged 40-44 at the first date, using absolute changes in the labour force participation rate of each cohort as weights.

e) Unemployed for more than one year.

f) 2000, 2005, 2010.

g) Job-related training during the last month.

h) Unweighted averages for 34 OECD countries.

Source: OECD estimations from national labour force surveys and OECD Education database.

Table 2. Ageing and employment policies: France (situation mid-2012)

OECD's recommendations to France in 2005	Actions taken
A. Strengthening financial incentives to carry on working	
<i>Continue to reduce the possibilities for early retirement</i>	+
<i>Reform the exemption from looking for work</i>	+
<i>Adjust the retirement age according to demographic trends</i>	+
<i>Make gradual retirement attractive and more accessible</i>	+
<i>Promote possibilities for benefiting from the bonus</i>	+
B. Remove obstacles to continuing employment and recruitment after the age of 50	
<i>Review pay scales based on age or length of service</i>	/
<i>Diffuse more widely best practices adopted by enterprises</i>	+
<i>Implement good practices with regard to older public sector workers</i>	/
<i>Abolish the Delalande contribution or make it a genuine bonus/malus system</i>	++
C. Strengthening the employability of older workers	
<i>Emphasise professional training for all workers</i>	+
<i>Establish quantitative monitoring of training objectives for workers aged over 45</i>	+
<i>Step up PES initiatives to help jobseekers over 50 back into work</i>	/
<i>Improve working conditions for all</i>	+
<i>Support financially the switch to part-time work, though only for older workers on low incomes</i>	+
<p><i>Notes: / = no (relevant) action taken; + = some action taken, but more could be done; ? = some action taken, but could have negative impact and requires further assessment; ++ = substantial action has been taken. See Note for further details.</i></p> <p><i>Source: OECD (2005), Ageing and Employment Policies: France and answers to the follow-up questionnaire from France.</i></p>	