Key challenges
Rapid population ageing is widespread

Median age of the total population (in years), 2018 and 2050

Gains in life expectancy are largely in good health

Total gains in life expectancy at birth, OECD countries, 2000-16

Gains in health-adjusted life expectancy

Additional gains in life expectancy

Source: WHO, World Health Statistics, Life expectancy and Healthy life expectancy (HALE) data by country.
The economic burden on workers will rise substantially if no action is taken.

Number of older (50+) inactive people per 100 workers, 2018 and 2050

Key areas for action
Large rise in labour force participation at older ages, but further rises needed

A. Labour force participation rates, persons 55-64 and 65-69, 2018

B. Percentage point change in labour force participation rates, persons 55-64 and 65-69, 2008-18

And scope to increase labour force participation of women at younger ages

Labour force participation rates of women and men aged 25-54

Older people experience higher poverty than any other group

Relative poverty rates, %, 2016

65+
Total population

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OECD policy agenda for better work choices and opportunities at an older age
Policy challenges and responses
Early retirement remains widespread despite tightening access to early retirement schemes

Age below which 25% of older retirees left the labour force, 2018

Seniority wages need to be tackled to improve hiring and retention of older workers

Predicted wage growth for older workers (50-60) moving from 10 to 20 years of job tenure, 2011/12 or 2014/15

Older age, a factor that puts job applicants at a disadvantage

Predicted wage growth for older workers (50-60) moving from 10 to 20 years of job tenure, 2011/12 or 2014/15

Many workers both young and old face high job strain

Share of workers experiencing job strain (high job demands relative to job resources), 2015

Older adults participate in training far less than younger adults

Share of young adults and older adults participating in job-related training, 2011/12 or 2014/15 (%)

Older adults (55-64) participation
Young adults (25-34) participation

Older workers represent a large share of the unemployed

Share of unemployed persons 55-64 in total unemployed, 2008 and 2018

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Incentives, opportunities and employability for older workers

Outcomes

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<tr>
<th>Employment rate, 2018</th>
<th>% of persons 55-64 in employment</th>
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<td>ISL</td>
<td>SWE</td>
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Incentives

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Opportunities

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Employability

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What’s next?

➢ Launch of new report on mutigenerational workforces

➢ Monitoring report of OECD Council Recommendation on Ageing and Employment

➢ Scope for further work on: Promoting second careers

Thank you

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http://www.oecd.org/employment/ageingandemploymentpolicies.htm

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