

Working Better with Age



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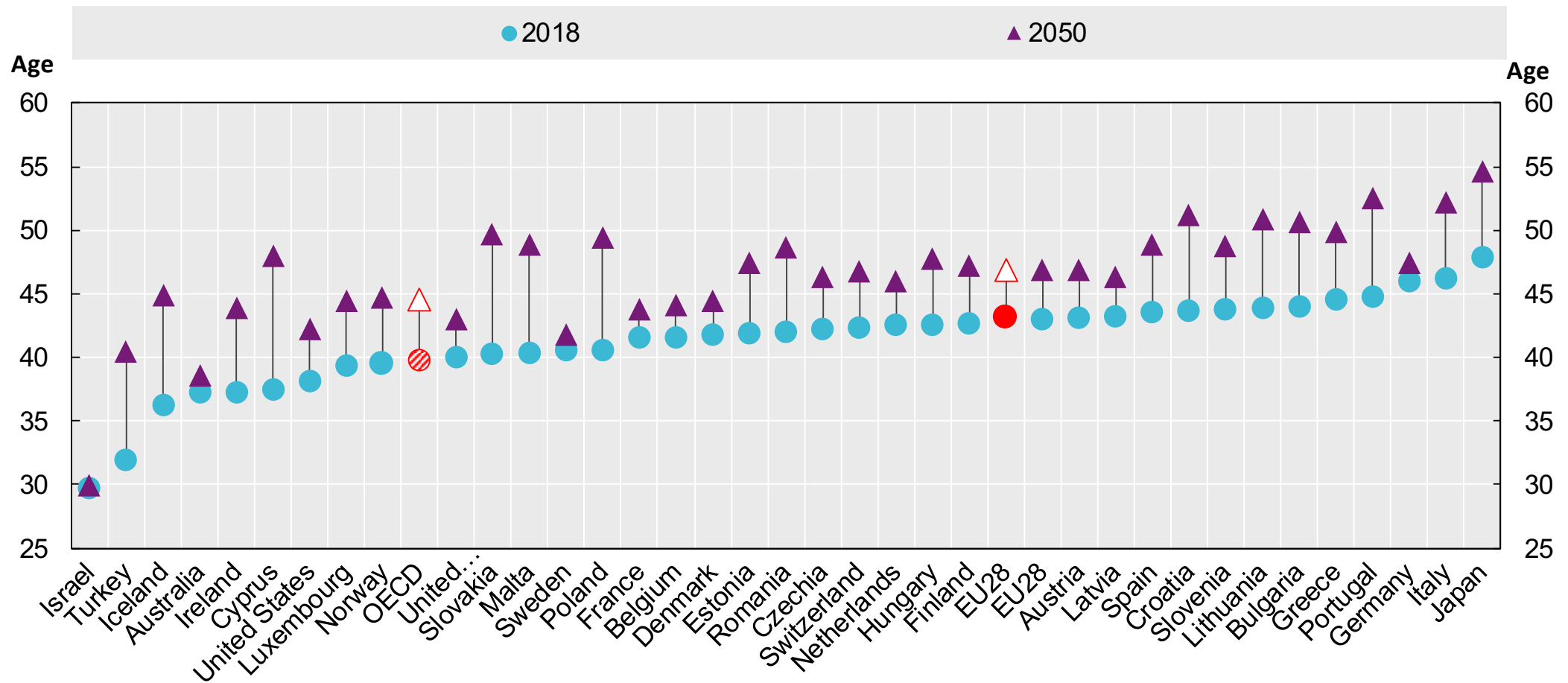
Key challenges



Rapid population ageing is widespread



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

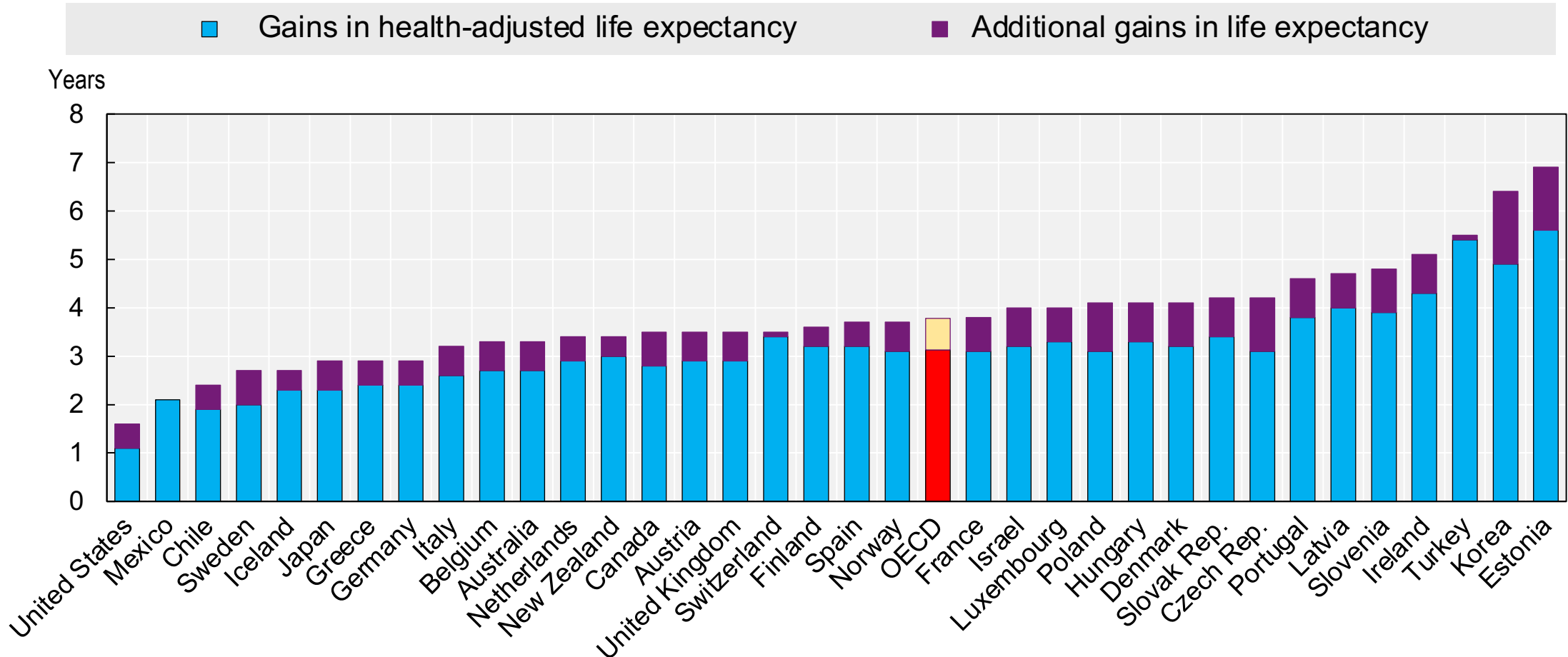


Source: OECD (2019), *Working Better with Age*, Paris: OECD Publishing.



Gains in life expectancy are largely in good health

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



Source: WHO, World Health Statistics, Life expectancy and Healthy life expectancy (HALE) data by country.

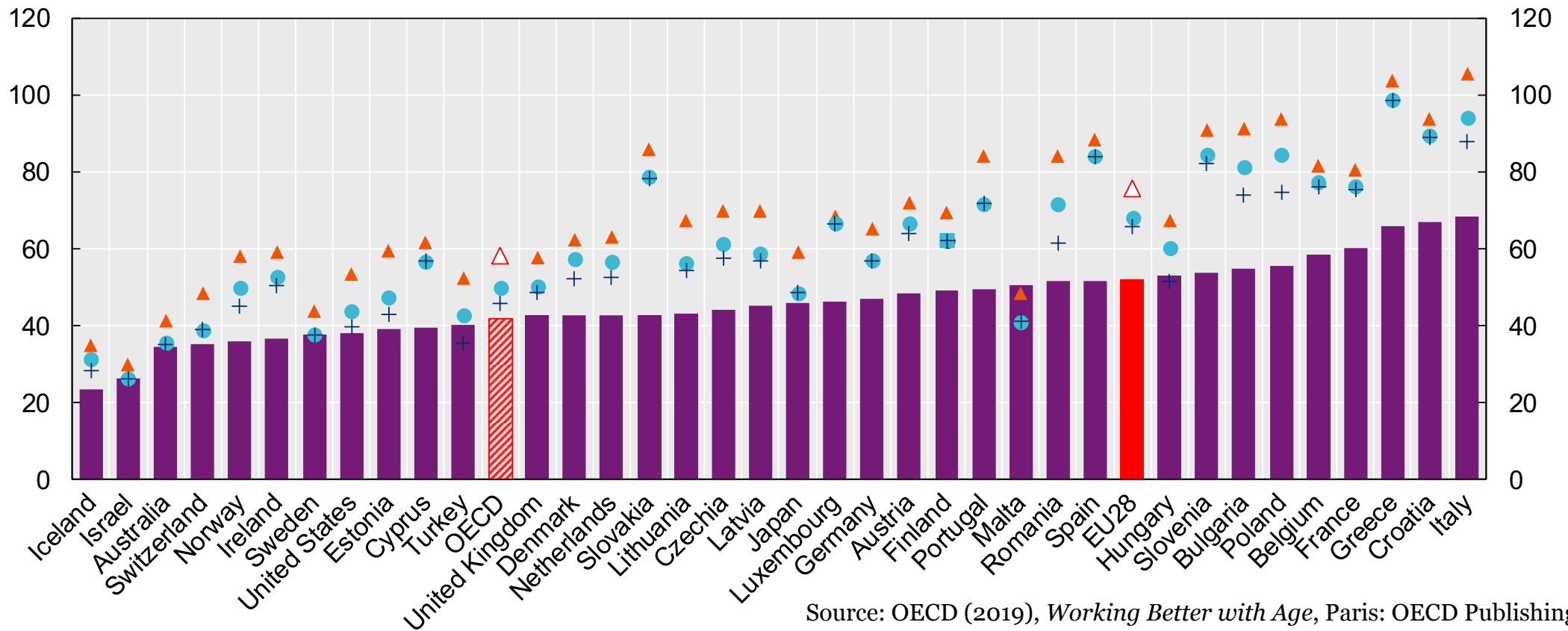


The economic burden on workers will rise substantially if no action is taken



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

■ 2018
 ▲ 2050 (baseline)
 ● 2050 (delayed retirement)
 + 2050 (delayed retirement & smaller gender gap)



Source: OECD (2019), *Working Better with Age*, Paris: OECD Publishing.



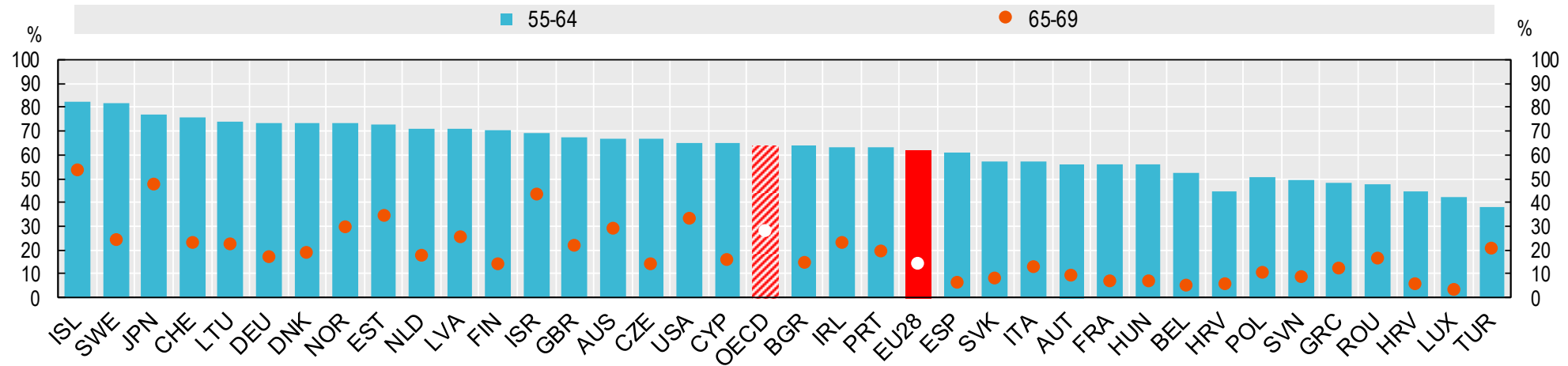
Key areas for action



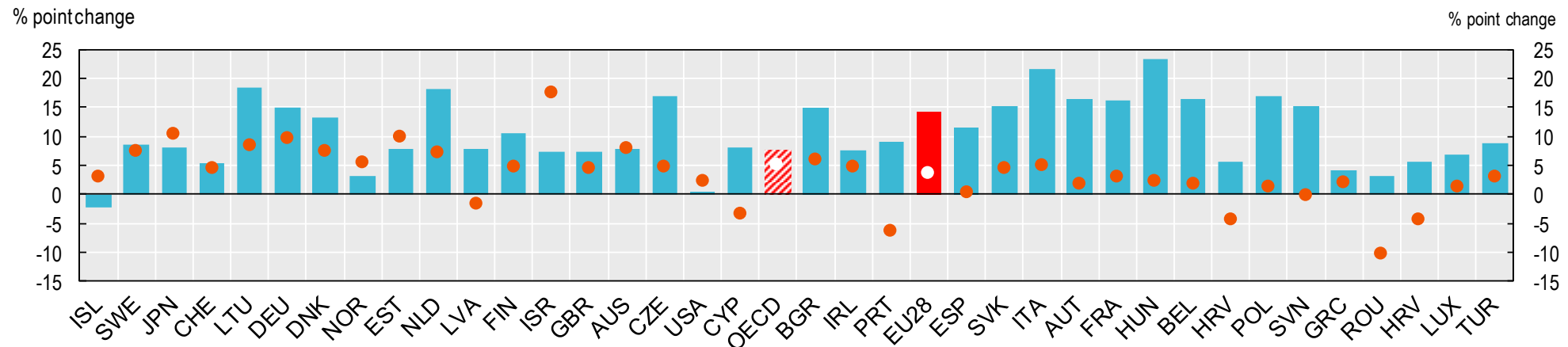
Large rise in labour force participation at older ages, but further rises needed



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

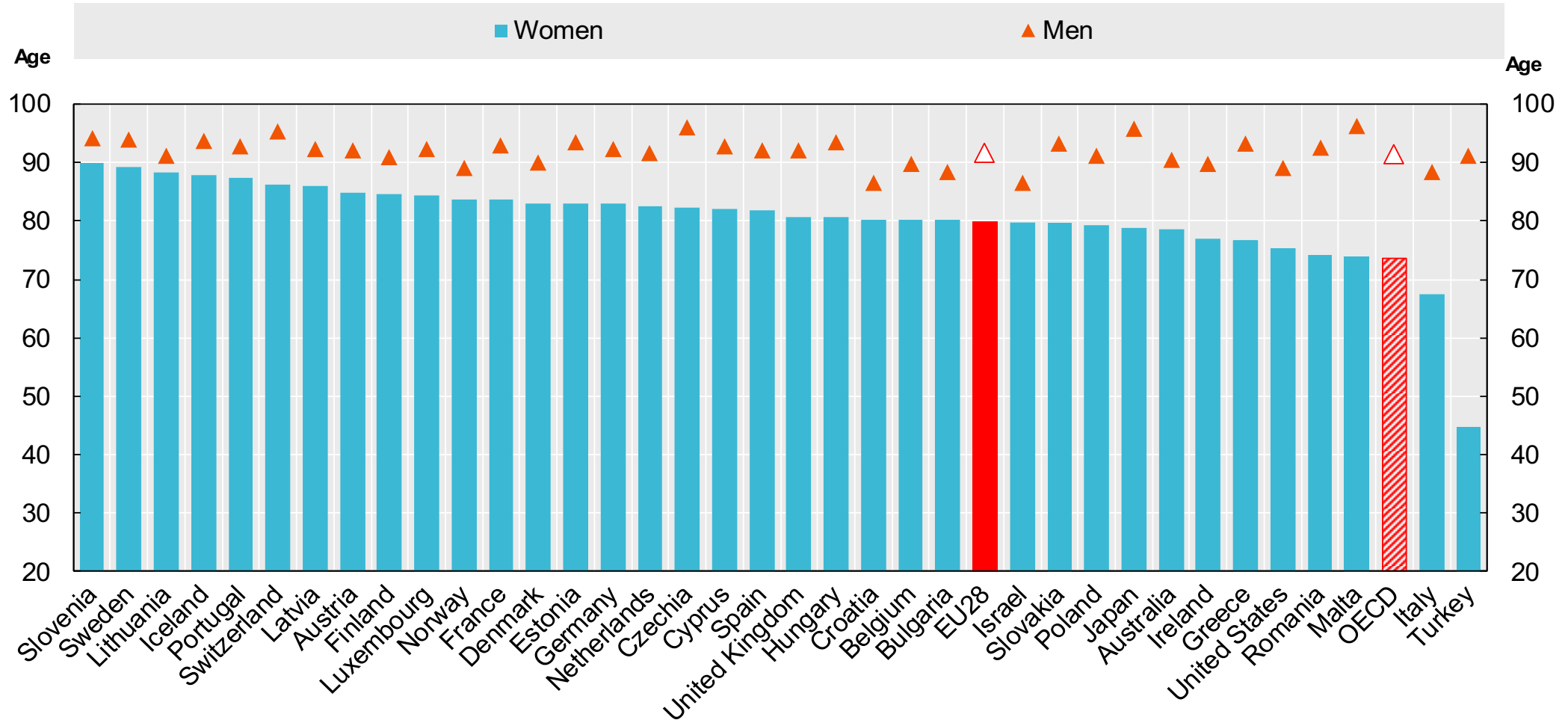




And scope to increase labour force participation of women at younger ages



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

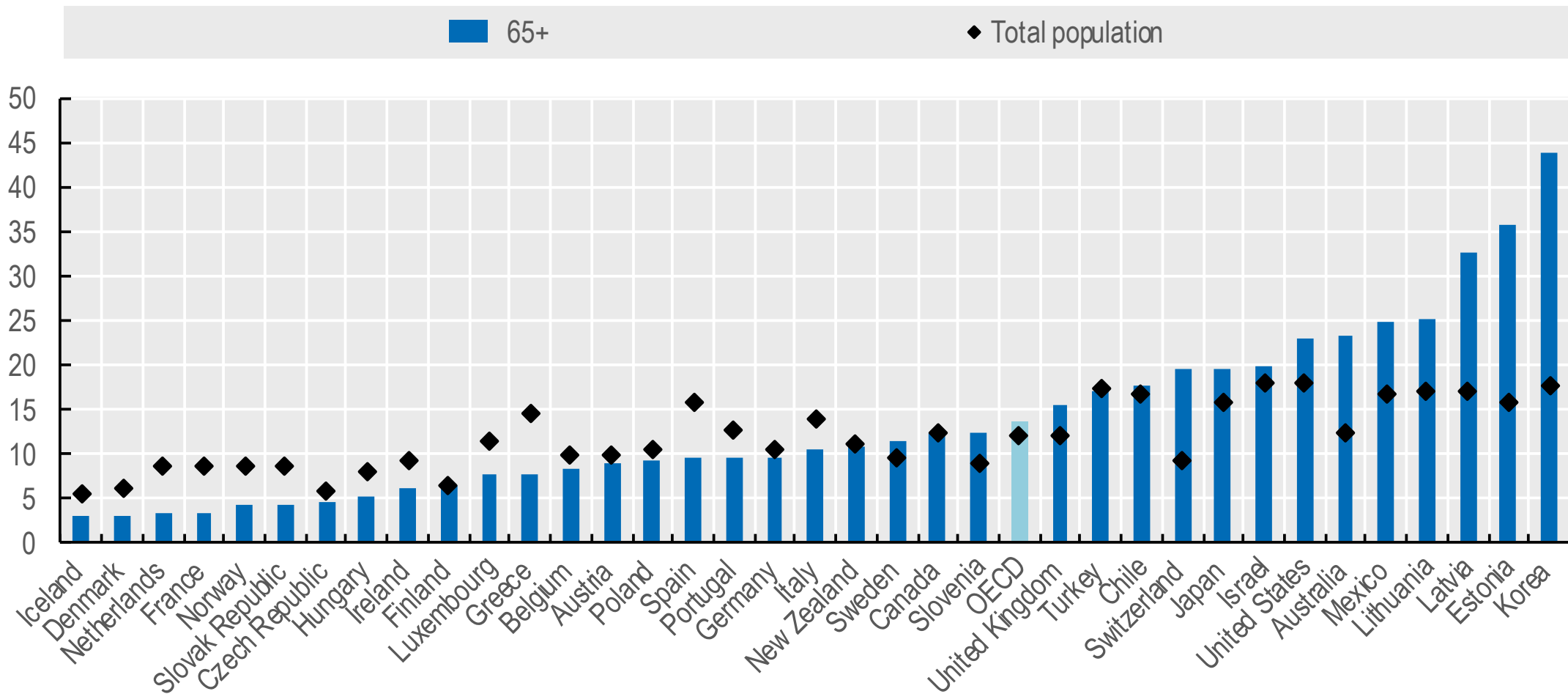




Older people experience higher poverty than any other group



Relative poverty rates, %, 2016





OECD policy agenda for better work choices and opportunities at an older age





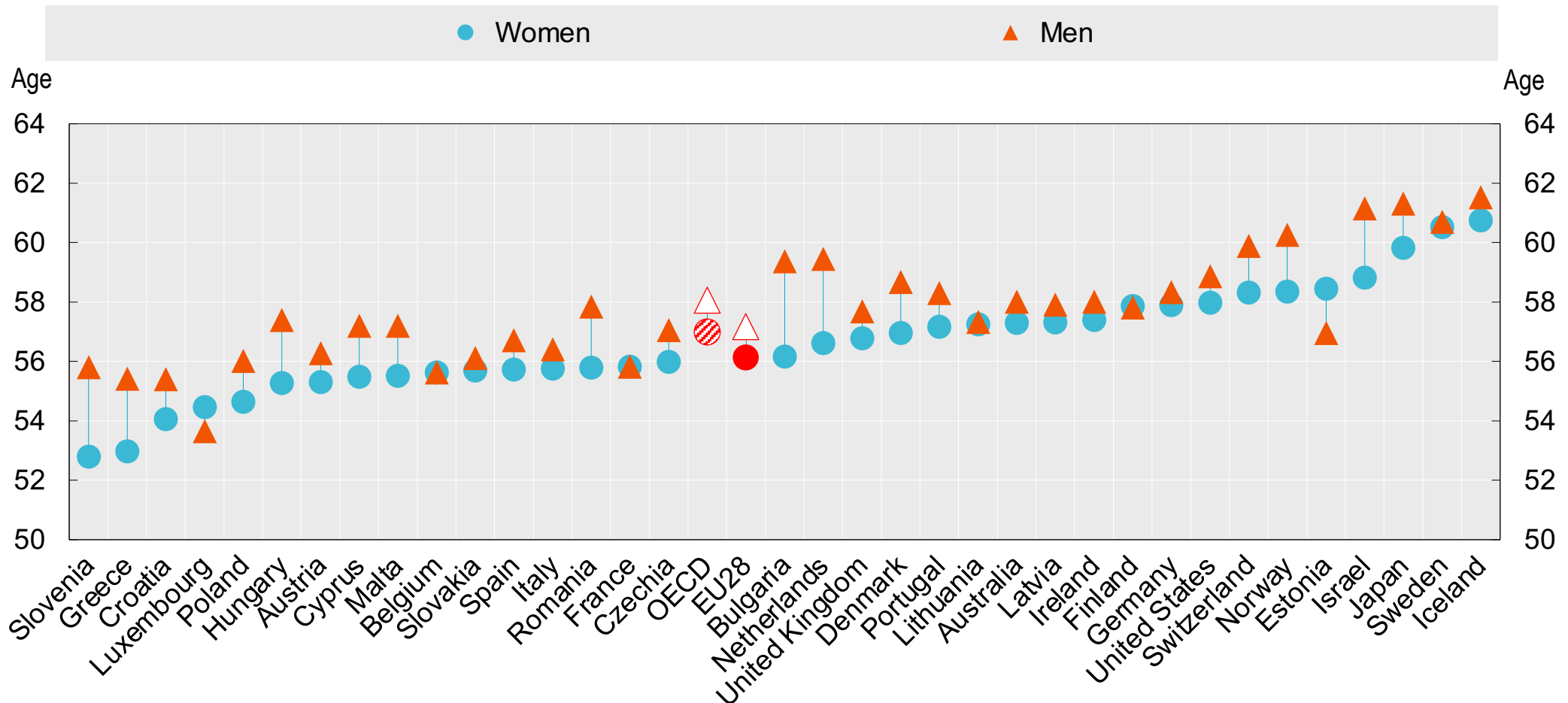
Policy challenges and responses



Early retirement remains widespread despite tightening access to early retirement schemes



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



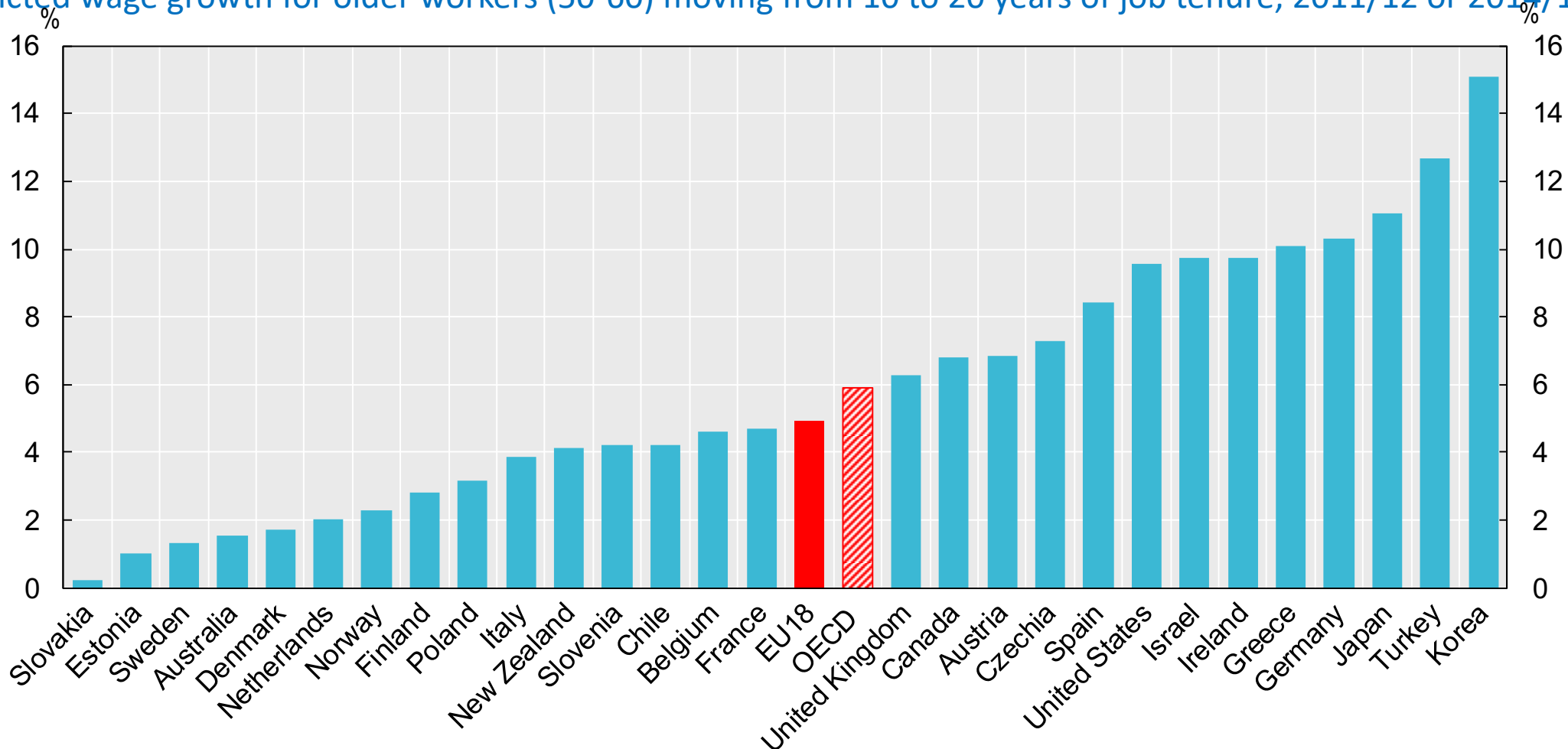
Source: OECD (2019), *Working Better with Age*, Paris: OECD Publishing.



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

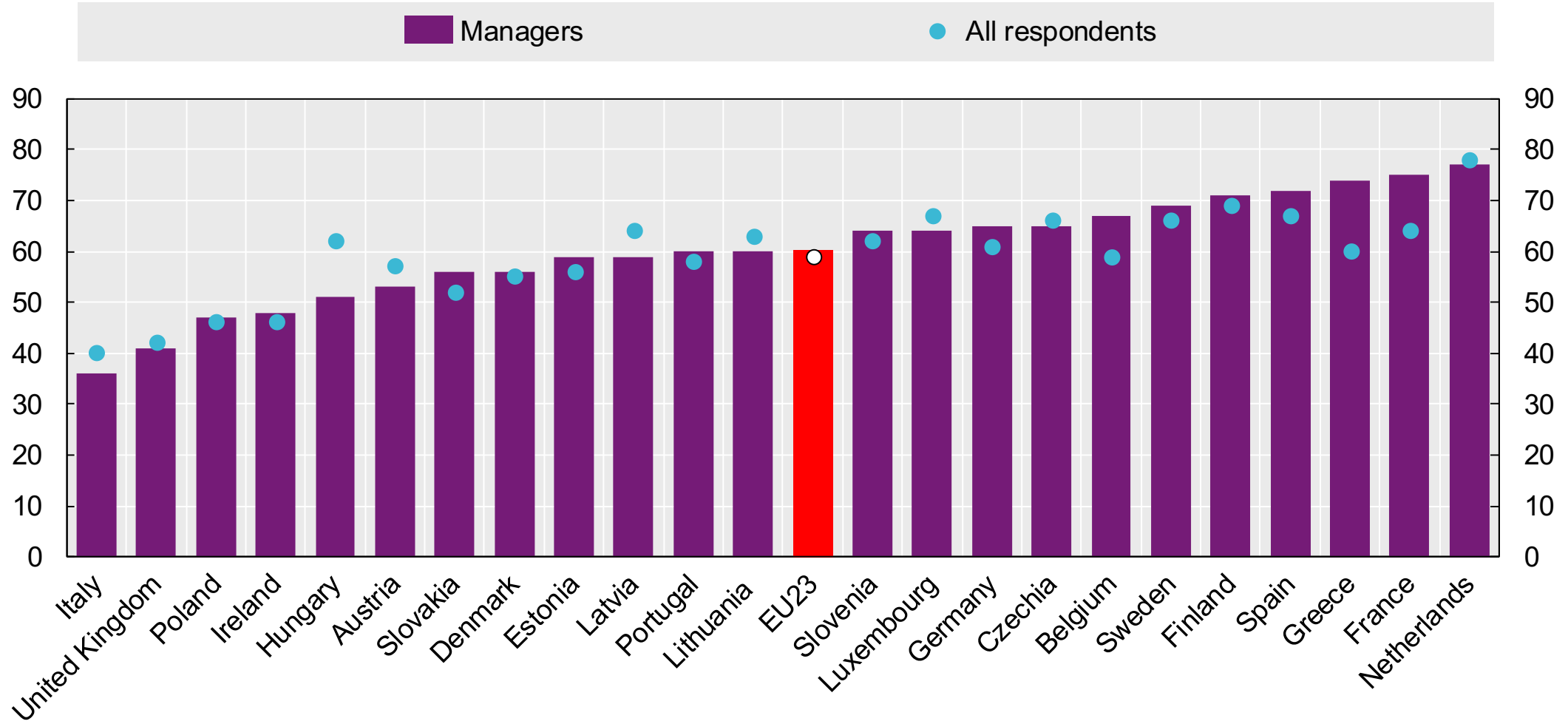




Older age, a factor that puts job applicants at a disadvantage



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

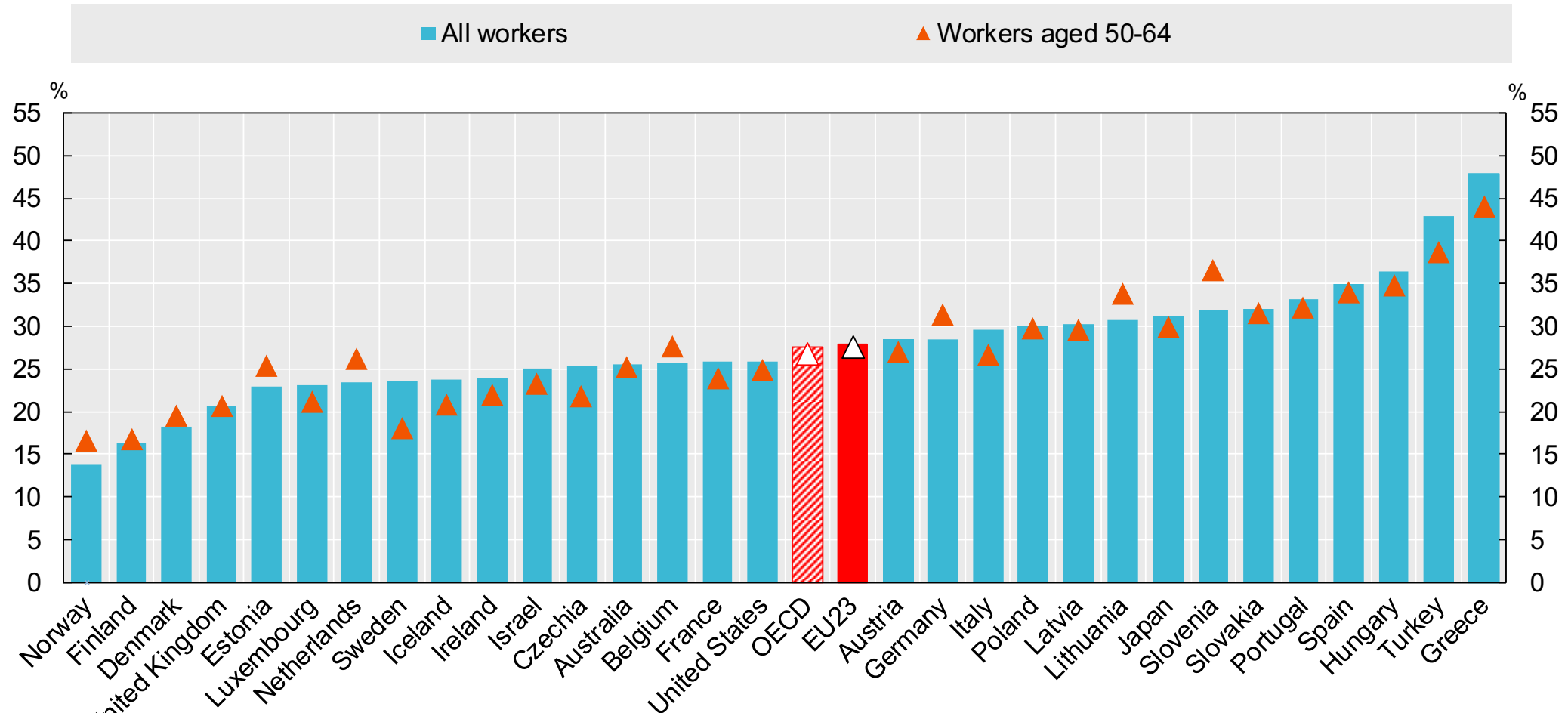




Many workers both young and old face high job strain



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



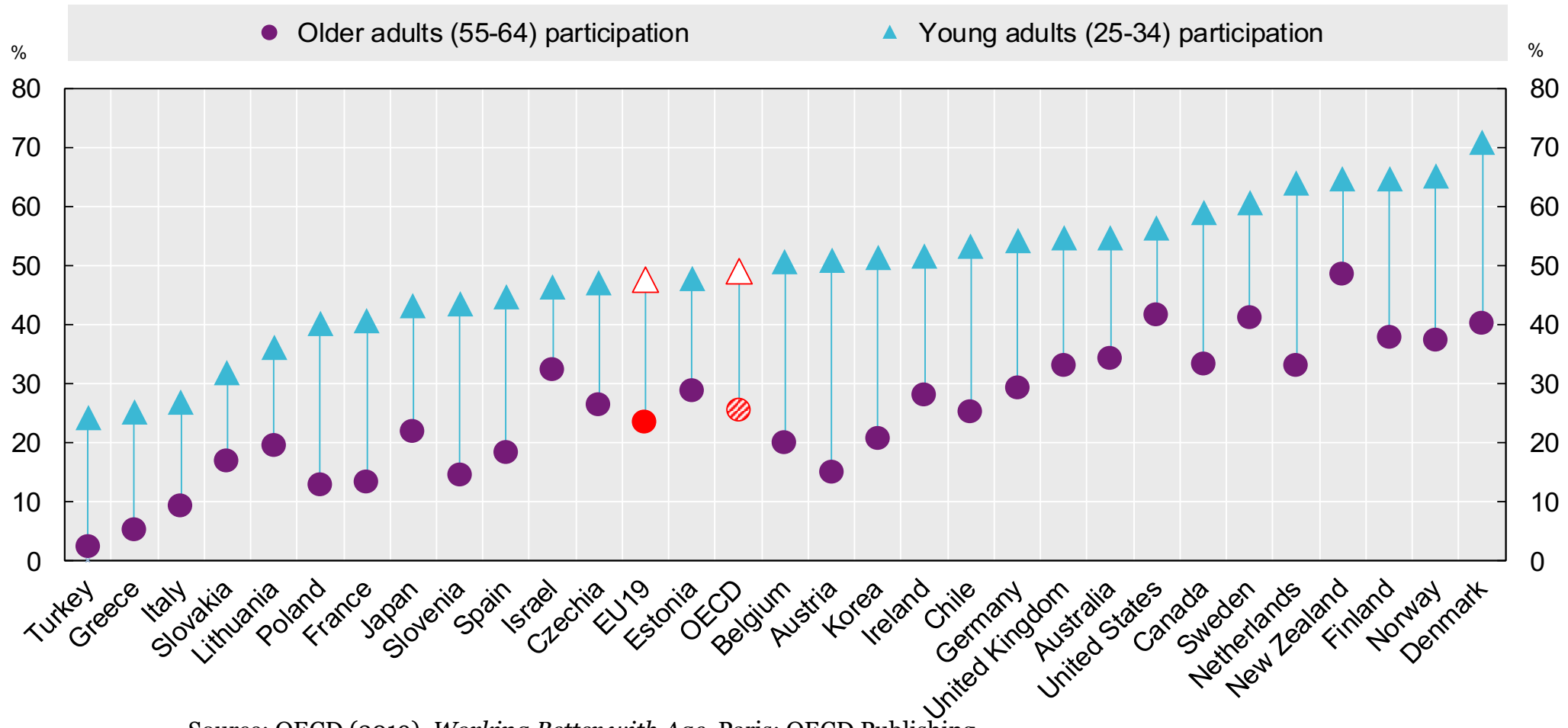
Source: OECD (2019), *Working Better with Age*, Paris: OECD Publishing.



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 (%)

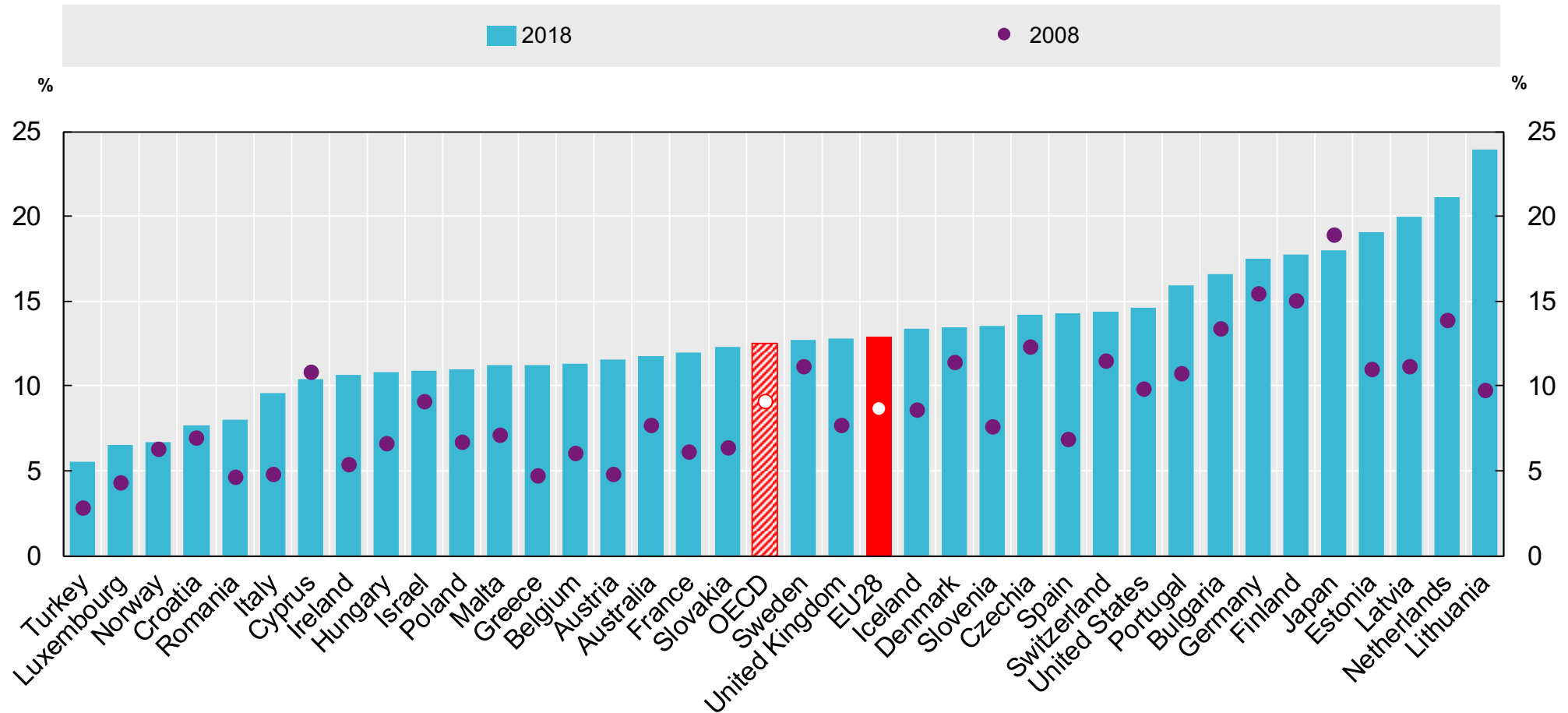




Older workers represent a large share of the unemployed



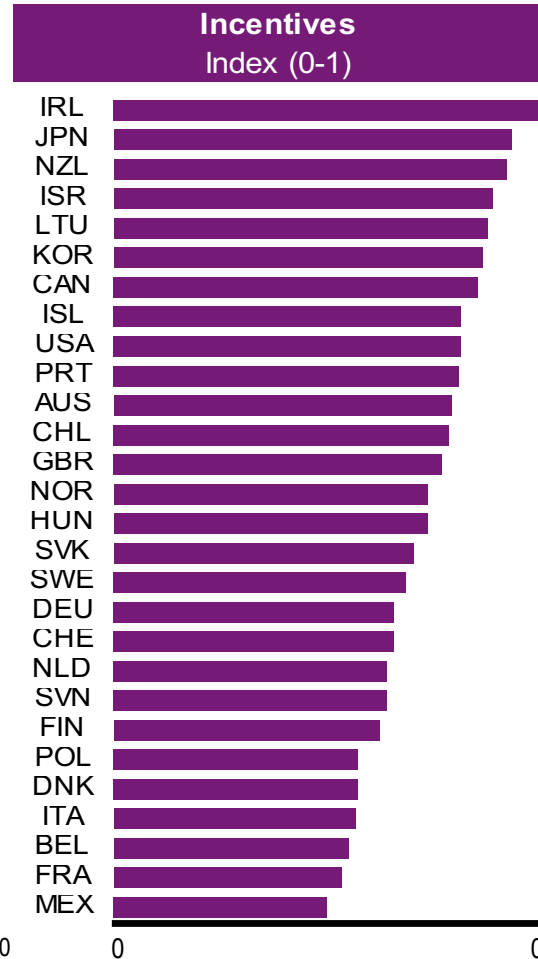
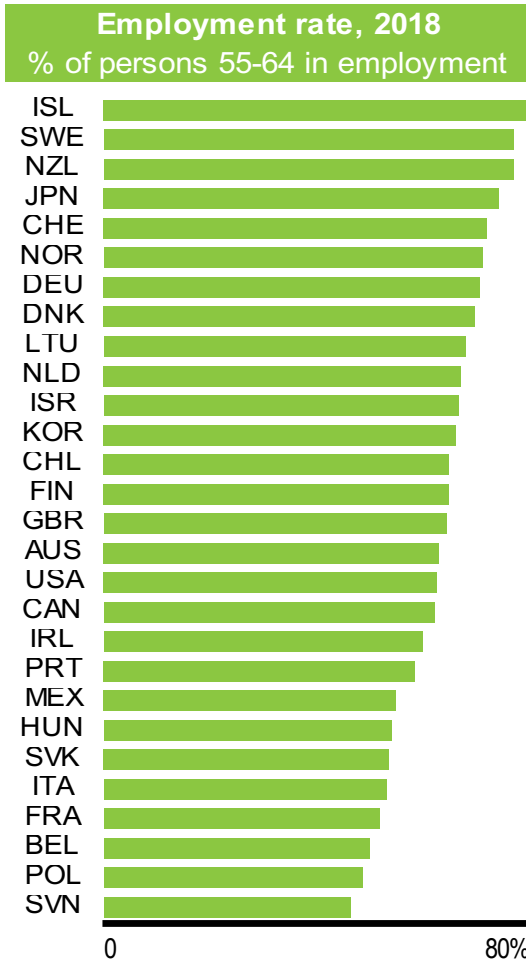
Share of unemployed persons 55-64 in total unemployed, 2008 and 2018



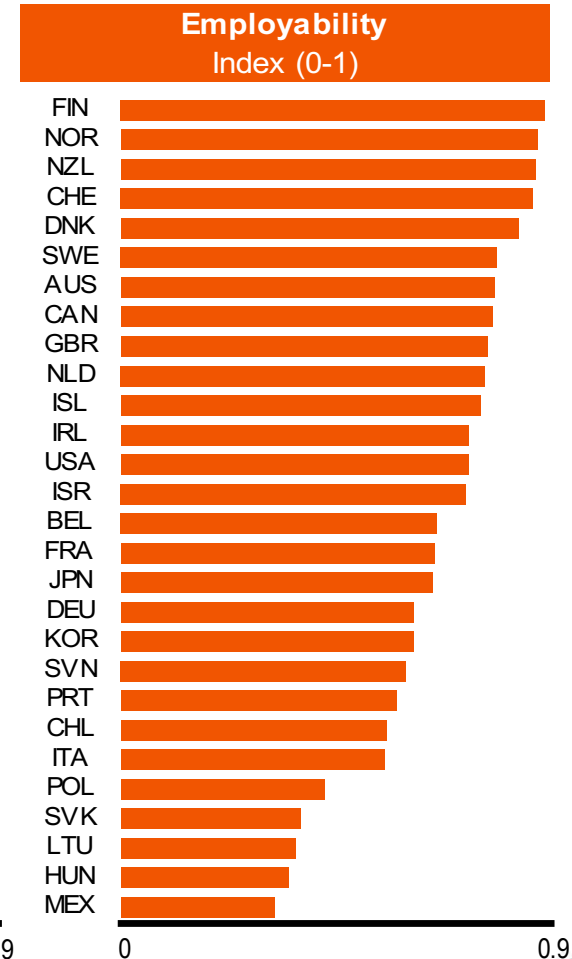
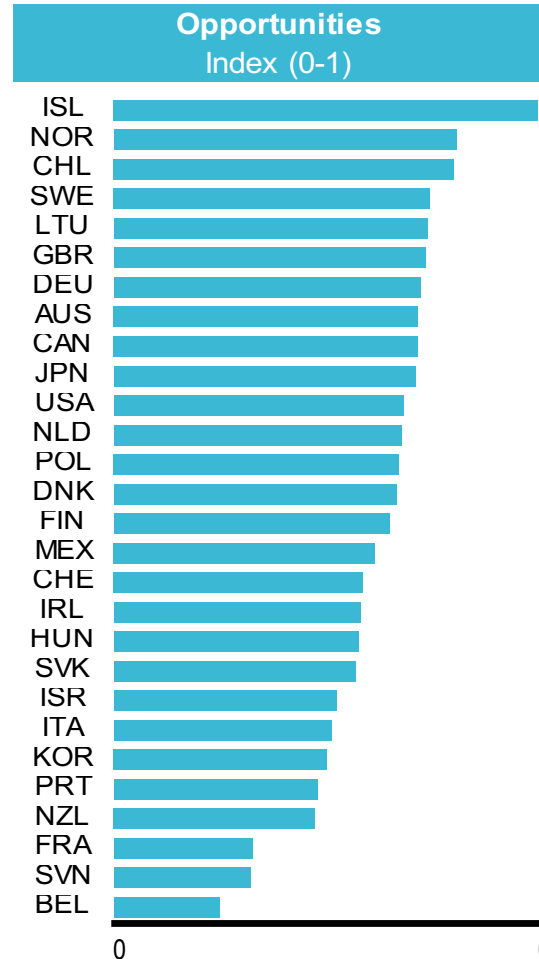
Incentives, opportunities and employability for older workers



Outcomes



Policy Indicators





What's next?



- Launch of new report on multigenerational workforces
- Monitoring report of OECD Council Recommendation on Ageing and Employment
- Scope for further work on: Promoting second careers

Source: OECD (2019), *Working Better with Age*, Ageing and Employment Policies, OECD Publishing, Paris.



Thank you



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