

## HIGH-LEVEL CONFERENCE

### ON POLICIES FOR EQUAL AGEING: A LIFE-COURSE APPROACH

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## SESSION 4

Ensuring older workers can participate in the labour market

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[www.oecd.org/social/equal-ageing-2018.htm](http://www.oecd.org/social/equal-ageing-2018.htm)



# Situation Today

**Longer Life Expectancy**



**Digitalization**

Older Workers

**Increasing inequality**



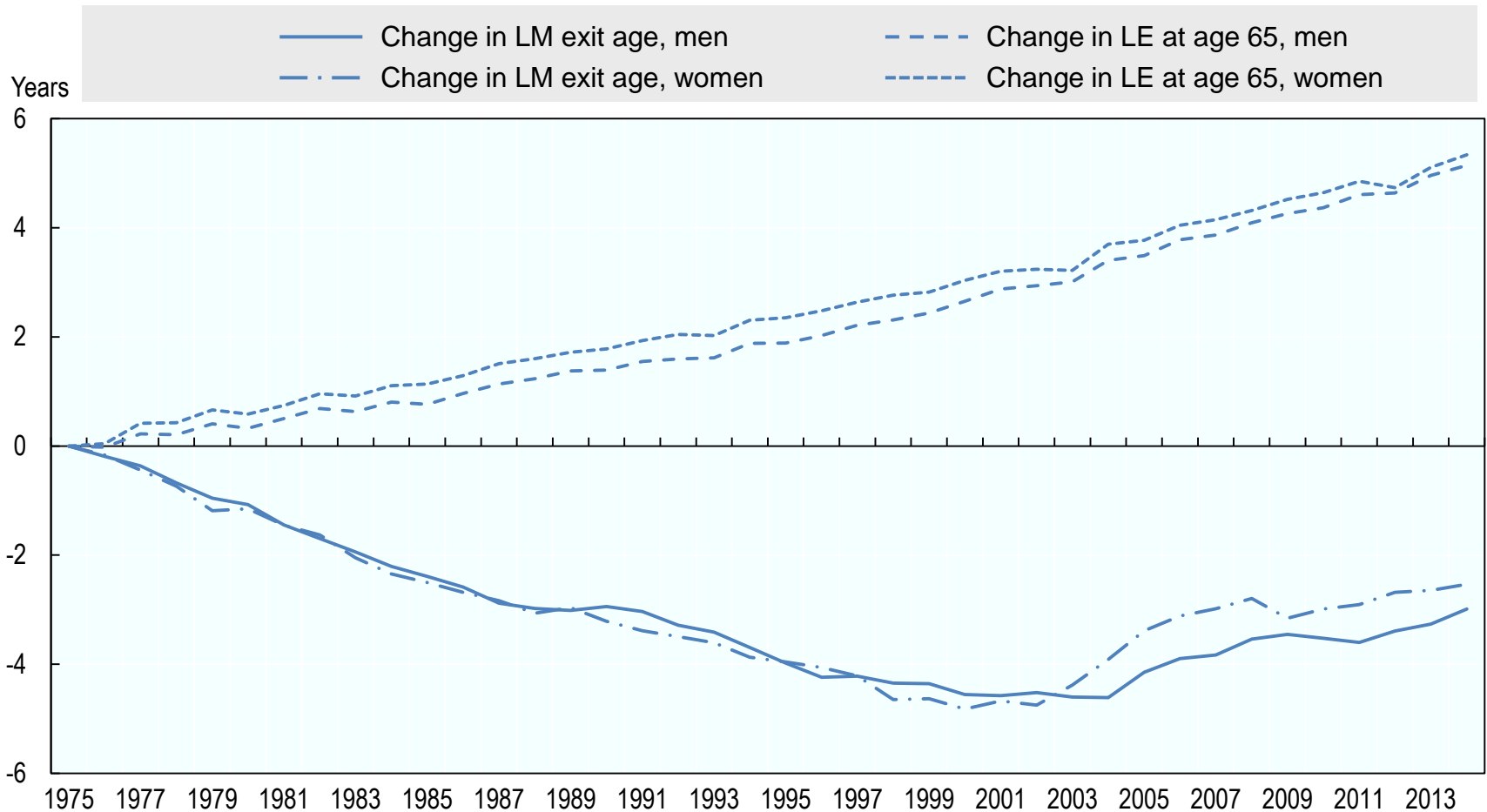
**Flexible Retirement**





# Changes in labour market (LM) exit ages and life expectancy (LE) at the age of 65 among men and women since 1975

OECD averages for 24 countries in years

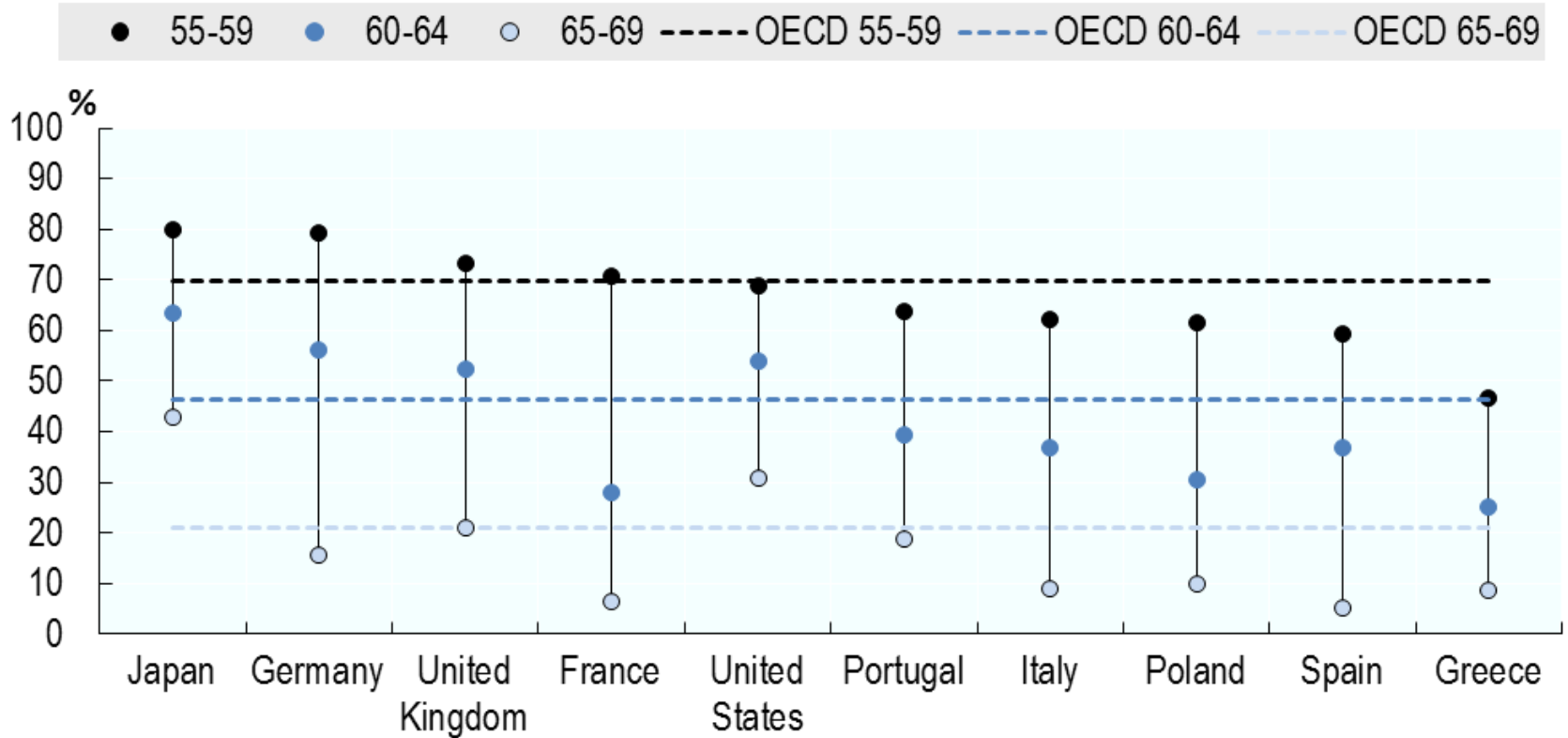


Source: OECD estimates. Labour market exit age data are based on the results of national labour force surveys, the European Union Labour Force Survey and, for earlier years in some countries, national censuses. Life expectancy data stem from OECD Health Statistics and are based on Eurostat data and national sources.



# The age gradient in employment rates differs substantially across countries

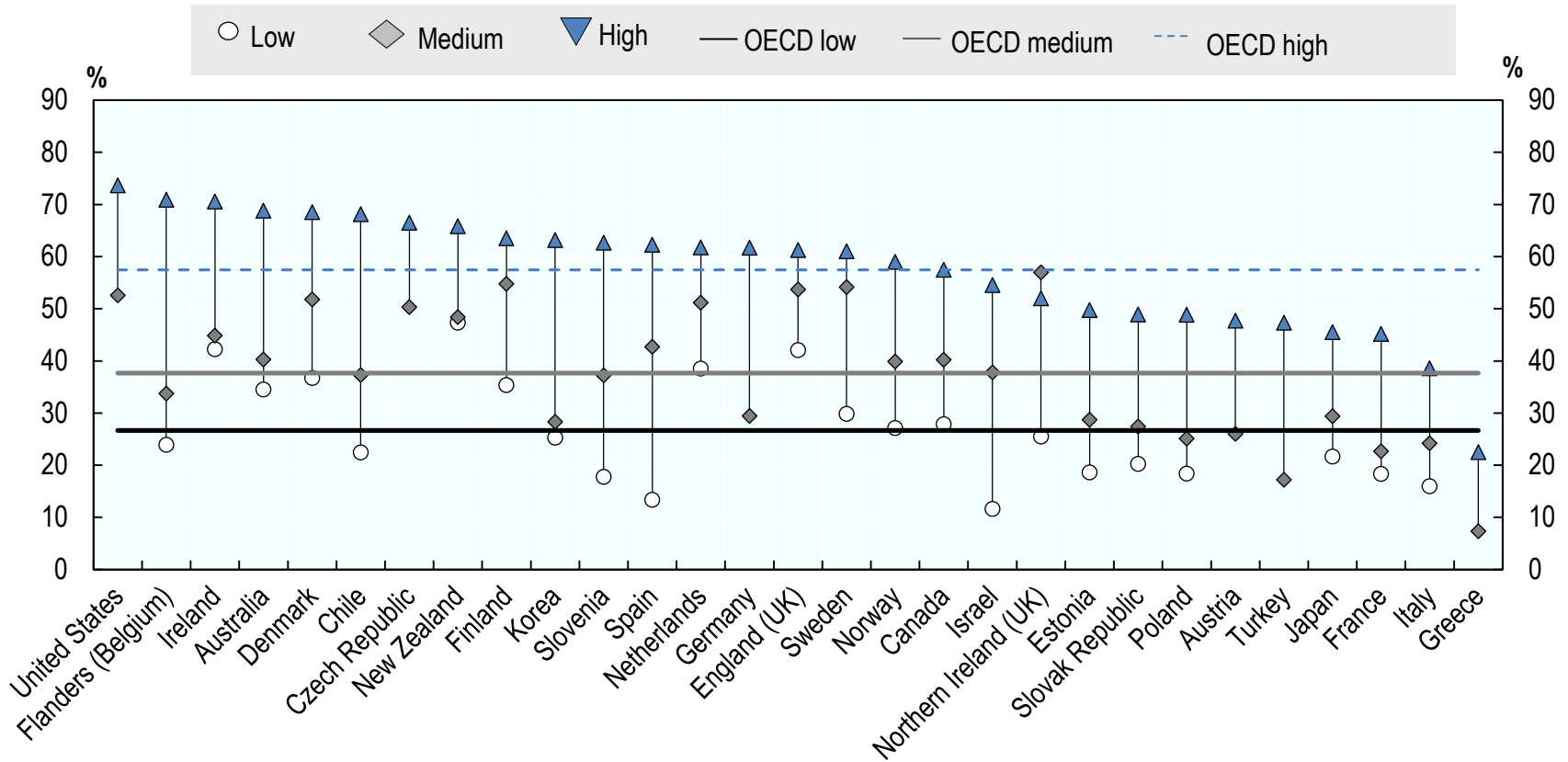
Employment rates of workers aged 55-59, 60-64 and 65-69





# Highly educated older workers are, on average, more likely to have access to continued training, selected OECD countries, 2012 and 2015

As a percentage of employed individuals aged 55-65 years, by level of educational attainment, Men



Source: Survey of Adult Skills (PIAAC) 2012, 2015.



# Policy challenges & recommendations

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1 Remove barriers to retain and hire older workers

2 Provide equal opportunities for older workers to upgrade their skills

3 Enhance job quality for older workers