

Aging and Paid Work Thematic Committee

Issues Arising: Research, Policies, and Data

Ellie D. Berger, PhD
Leader, Aging and Paid Work Thematic Committee
Associate Professor, Nipissing University

Rebecca Casey, PhD
Lecturer, McMaster University



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CHANGEMENTS DE POPULATION ET PARCOURS DE VIE

Overview of Current Issues

- Barriers to Employment in Later Life
 - Unemployment
 - Care Work
 - Health and Disability
 - Ageism
- Work-Retirement Transitions
 - Working past “retirement age”
 - Returning to work after “retirement”



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Barriers - Unemployment

- Precarious long-term employment trends
- Unstable economy and loss of jobs



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Barriers – Care Work

- Disrupted work histories
- Implications for retirement preparedness



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Barriers – Health and Disability

- Health Condition(s)
- Disability



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Barriers - Ageism

- Attitudes
- Practices
 - Training
 - Promotion
 - Retention
 - Hiring



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Work-Retirement Transitions

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Future Issues – Research and Data

- Language Gaps
 - Defining “Older Workers”
 - Definition of “Retirement”
 - Unretirement, Redirection, Bridge Job, Second Career, Encore Career, Legacy Career, Chronological Age



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Future Issues – Research and Data

- Cohort Differences
- Gender Differences
- Intersectionality



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Future Issues - Policy

- Mandatory Retirement
- Government Pension Plans
 - OAS/GIS, Q/CPP, and ORPP
- Employer Pension Plans



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Two Pictures of Paid Work in Later Life

1. Challenging Barriers

- Forced to work to survive financially
- Displaced in mid-life
- Disability or health condition(s)
- Unskilled or lack of up-to-date skills
- Ageism



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Two Pictures of Paid Work in Later Life

2. Positive and Enriching

- For those who are able to work
- Highly skilled workers
- Educated workers
- Motivated by work rather than pay
- New opportunities for growth



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