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
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”
Barriers - Unemployment

• Precarious long-term employment trends
• Unstable economy and loss of jobs
Barriers – Care Work

• Disrupted work histories
• Implications for retirement preparedness
Barriers – Health and Disability

• Health Condition(s)
• Disability
Barriers - Ageism

• Attitudes
• Practices
  – Training
  – Promotion
  – Retention
  – Hiring
Overview of Current Issues

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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
Future Issues – Research and Data

• Cohort Differences
• Gender Differences
• Intersectionality
Future Issues - Policy

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