



ARC CENTRE OF
EXCELLENCE IN
**POPULATION
AGEING
RESEARCH**

Tapping into Australia's ageing workforce: Insights from recent research

Rafal Chomik

Fatima Jamal Khan



Australian Government
Australian Research Council



UNSW
SYDNEY




Australian
National
University



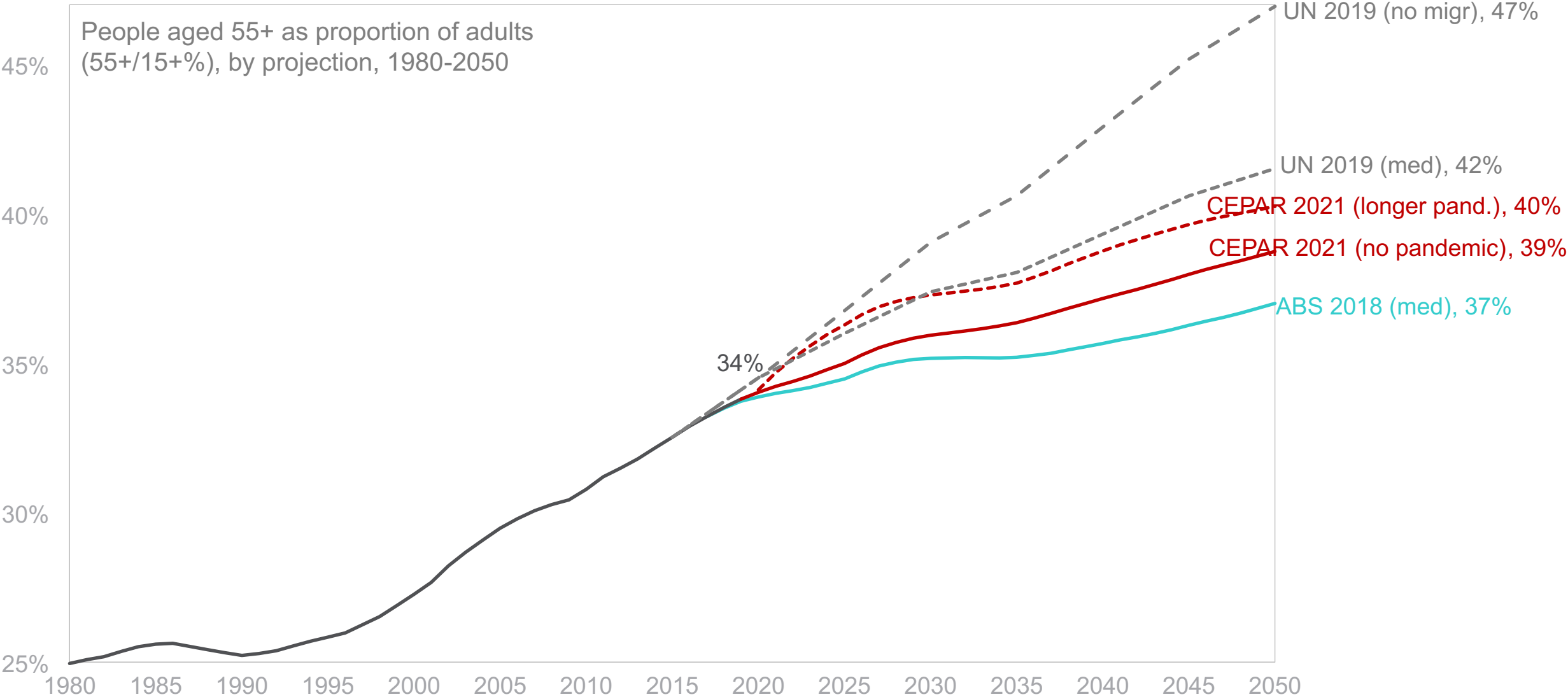
Curtin University



THE UNIVERSITY OF
SYDNEY

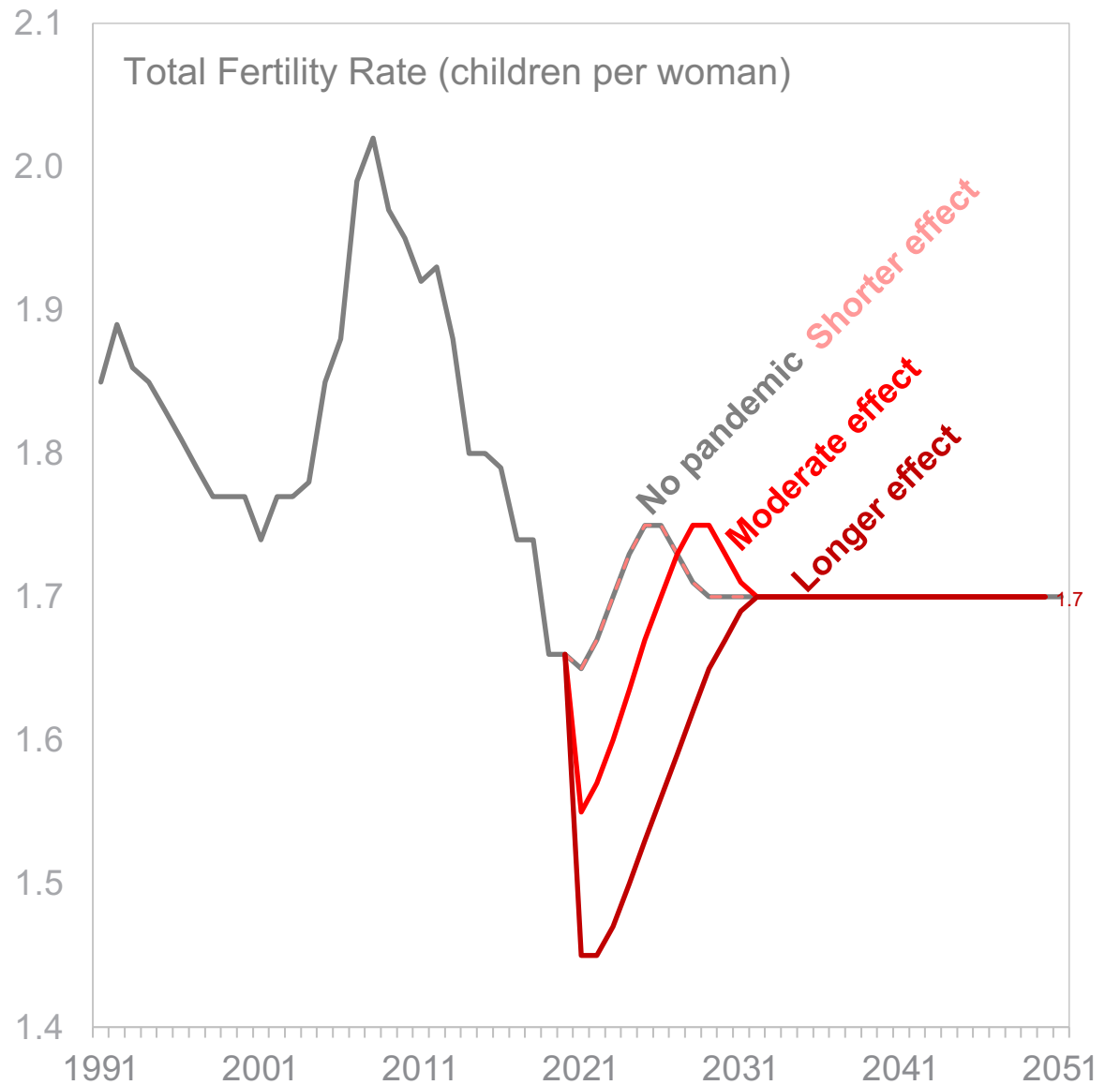
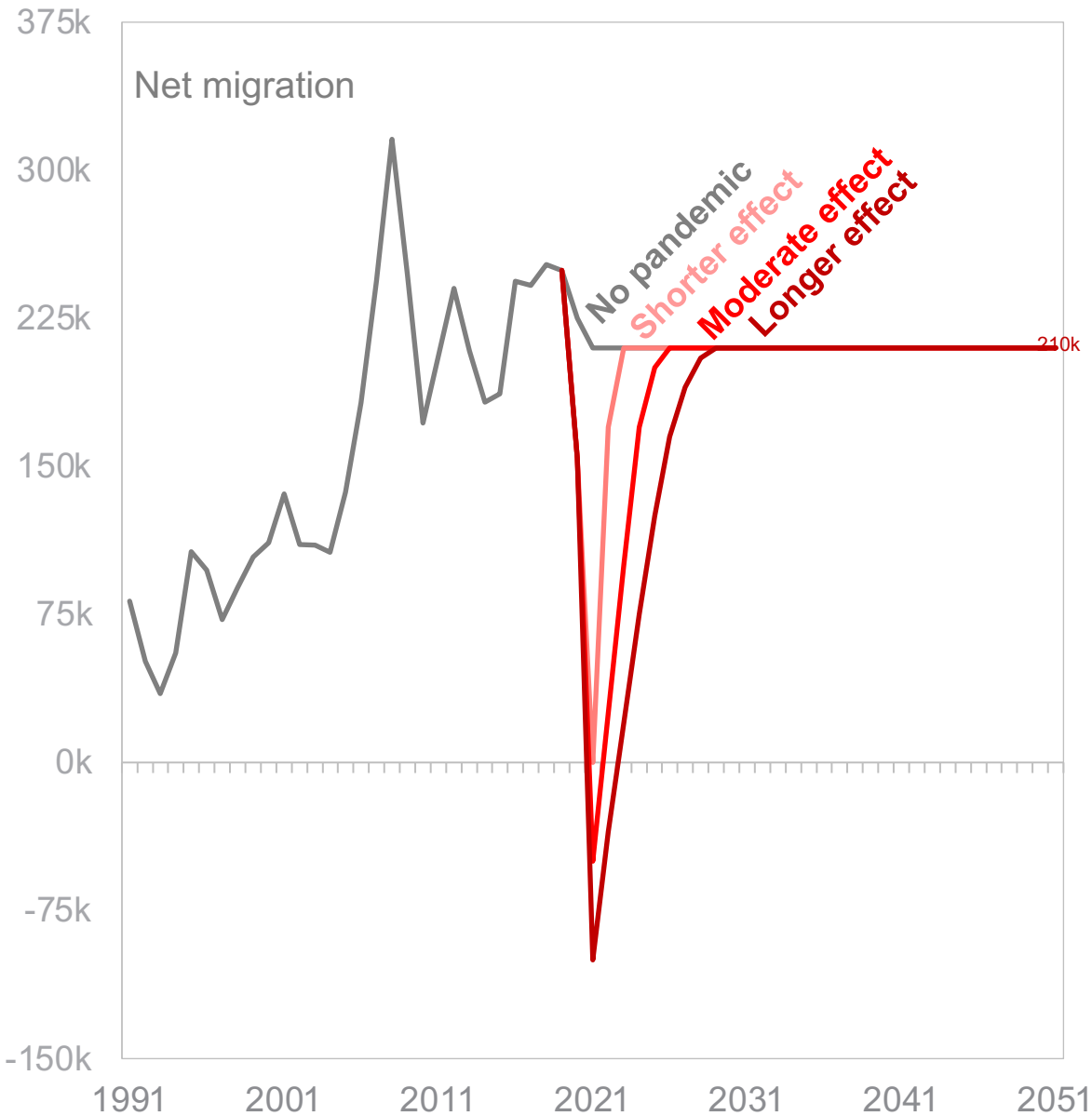
- 
- 1. THE MACRO DEMOGRAPHIC CONTEXT**
 - 2. HEALTH, EDUCATION, AND SOCIAL TRENDS**
 - 3. AGE-FRIENDLINESS OF THE LABOUR MARKET**

1.1 Demography: A talent pool of potential older workers

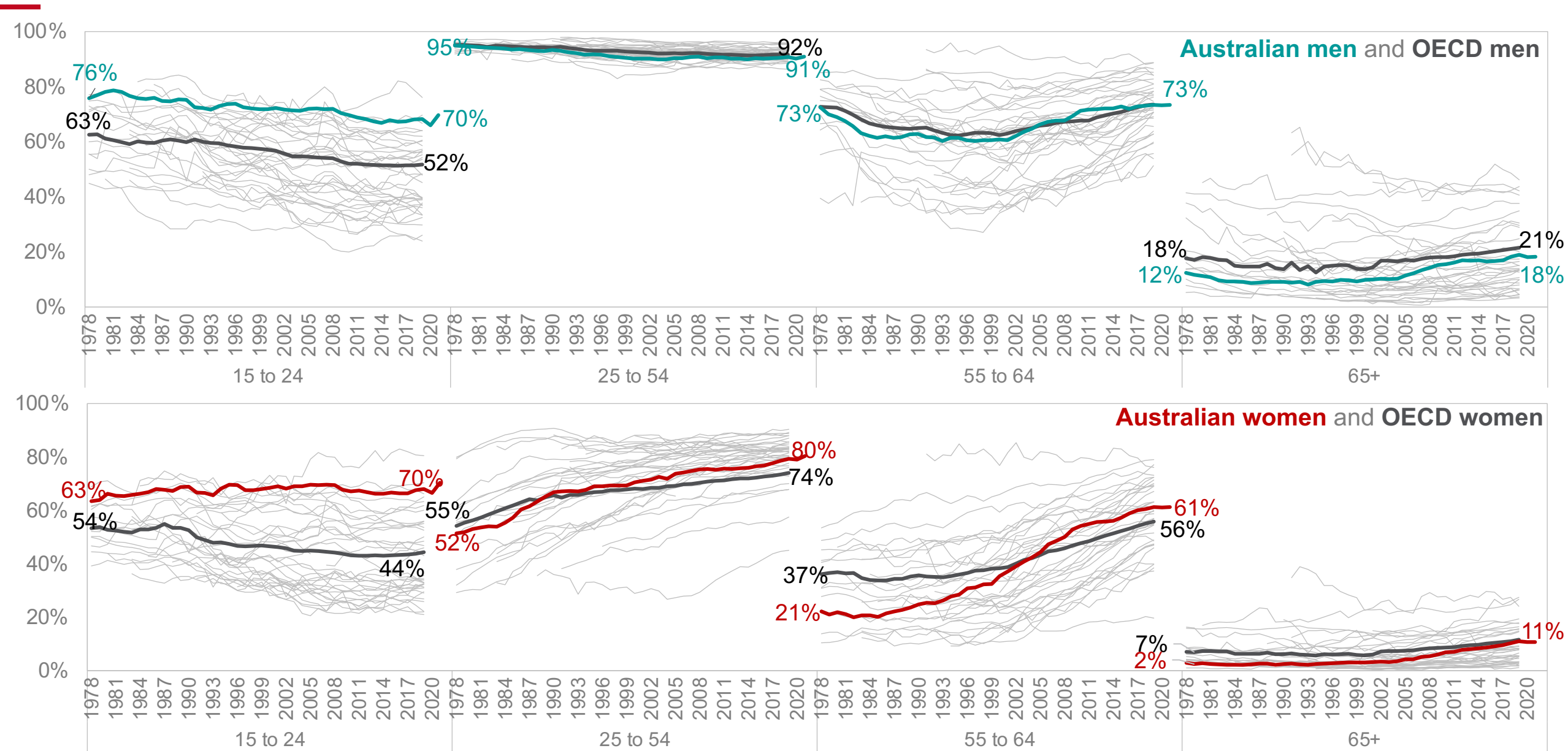


1.1 Demography: Pandemic could exacerbate ageing trends

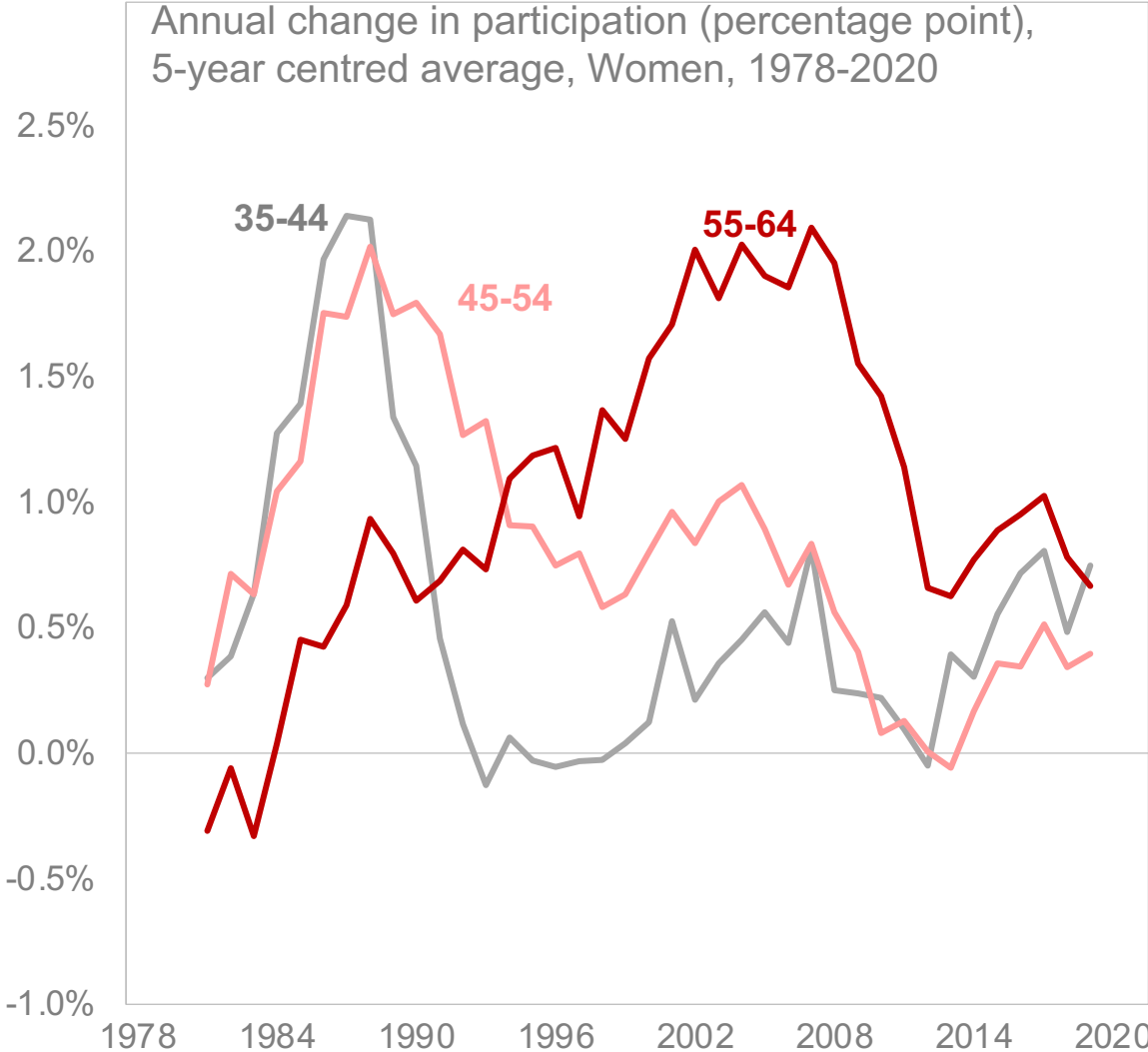
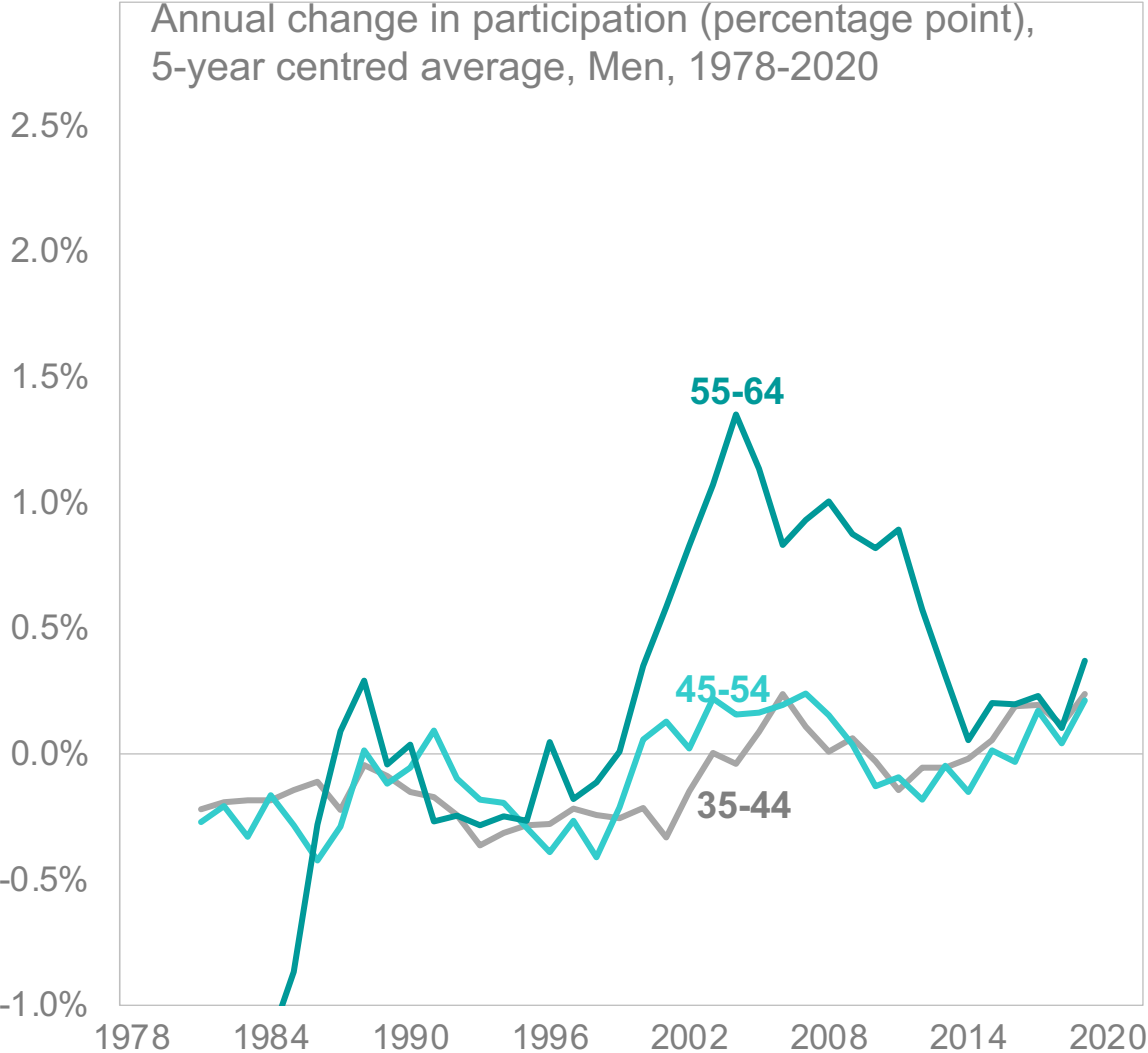
CEPAR HIGHLIGHT
Tom Wilson
Jeromey Temple



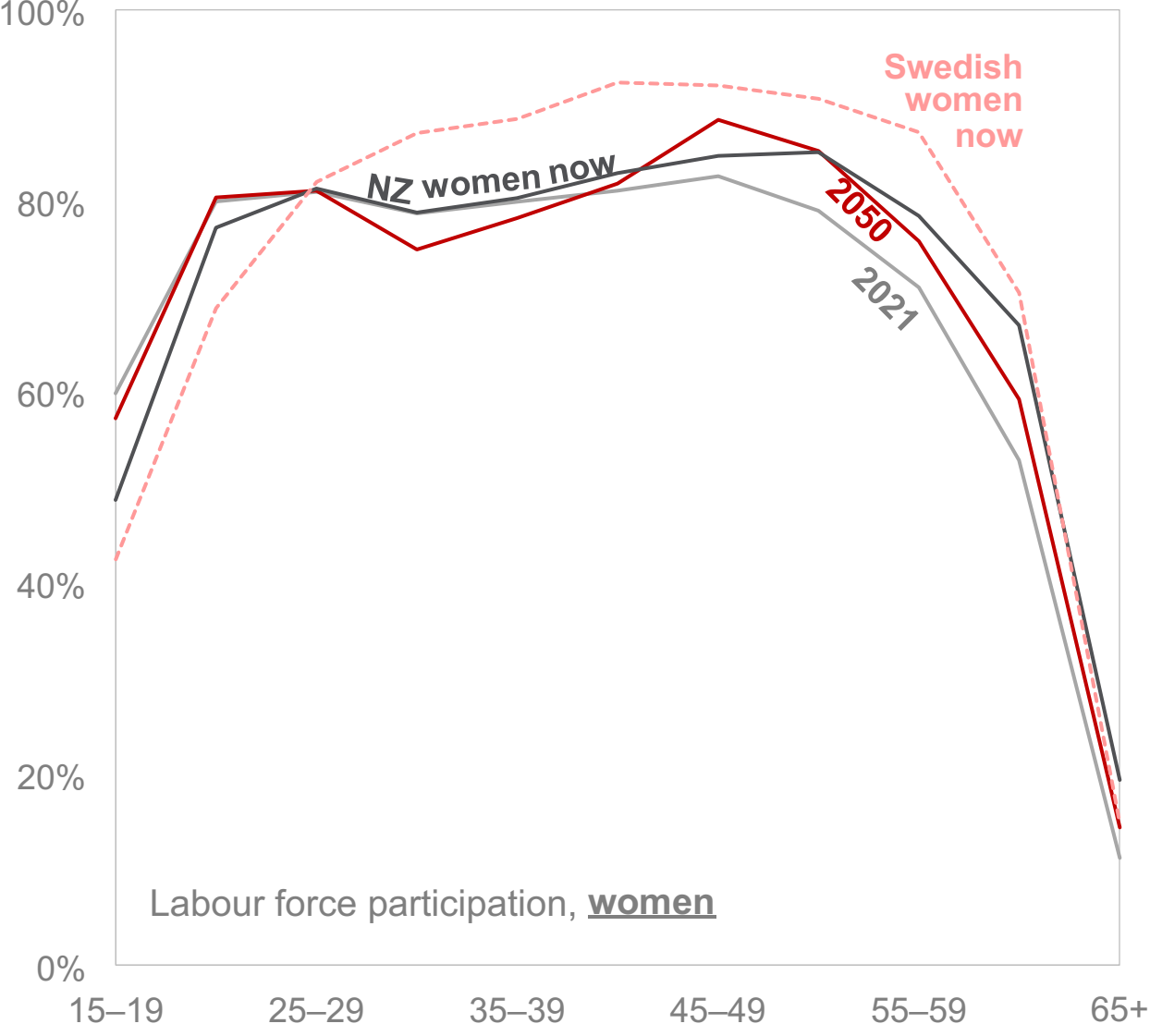
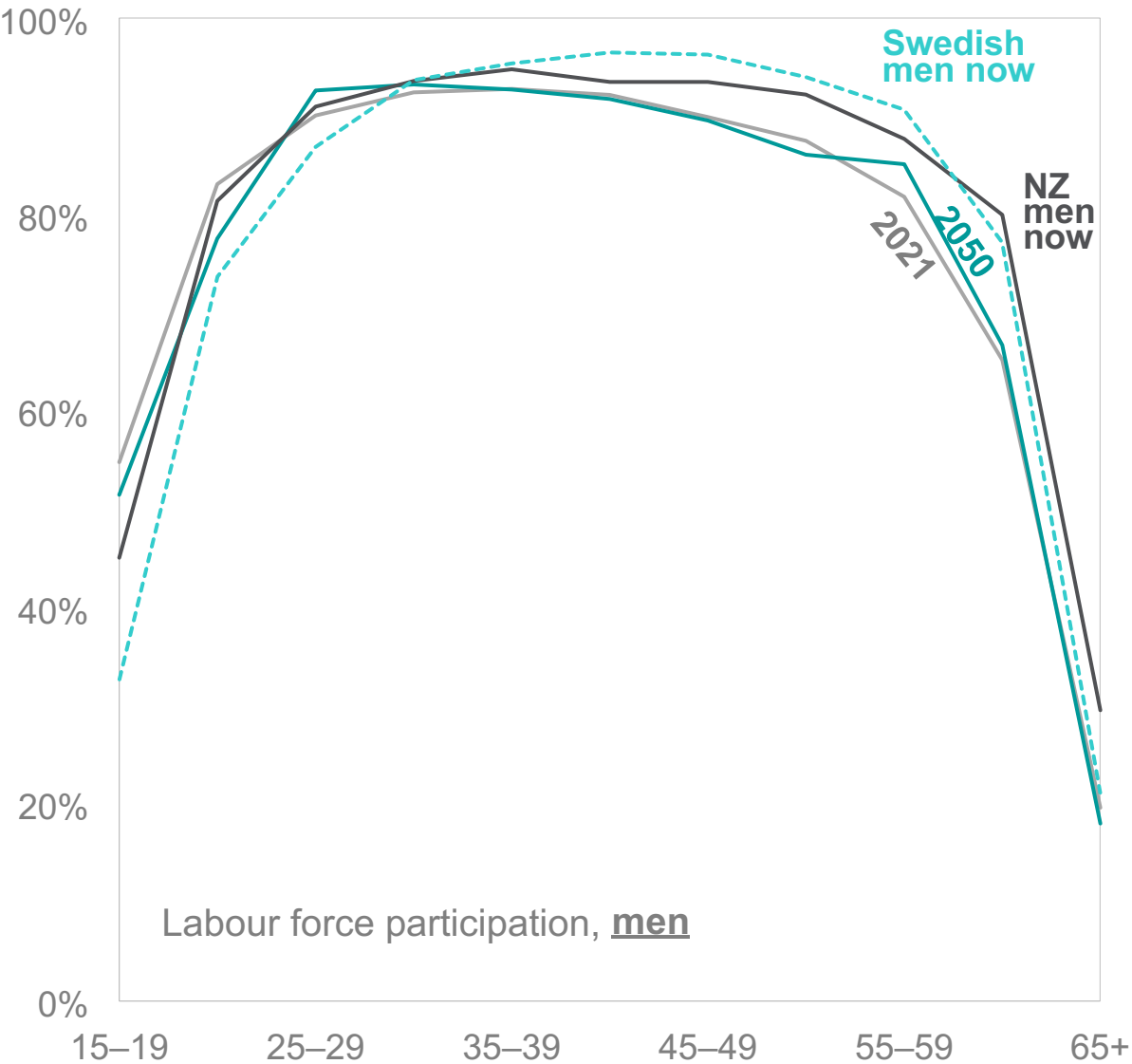
1.2 Participation: Surge and slow down



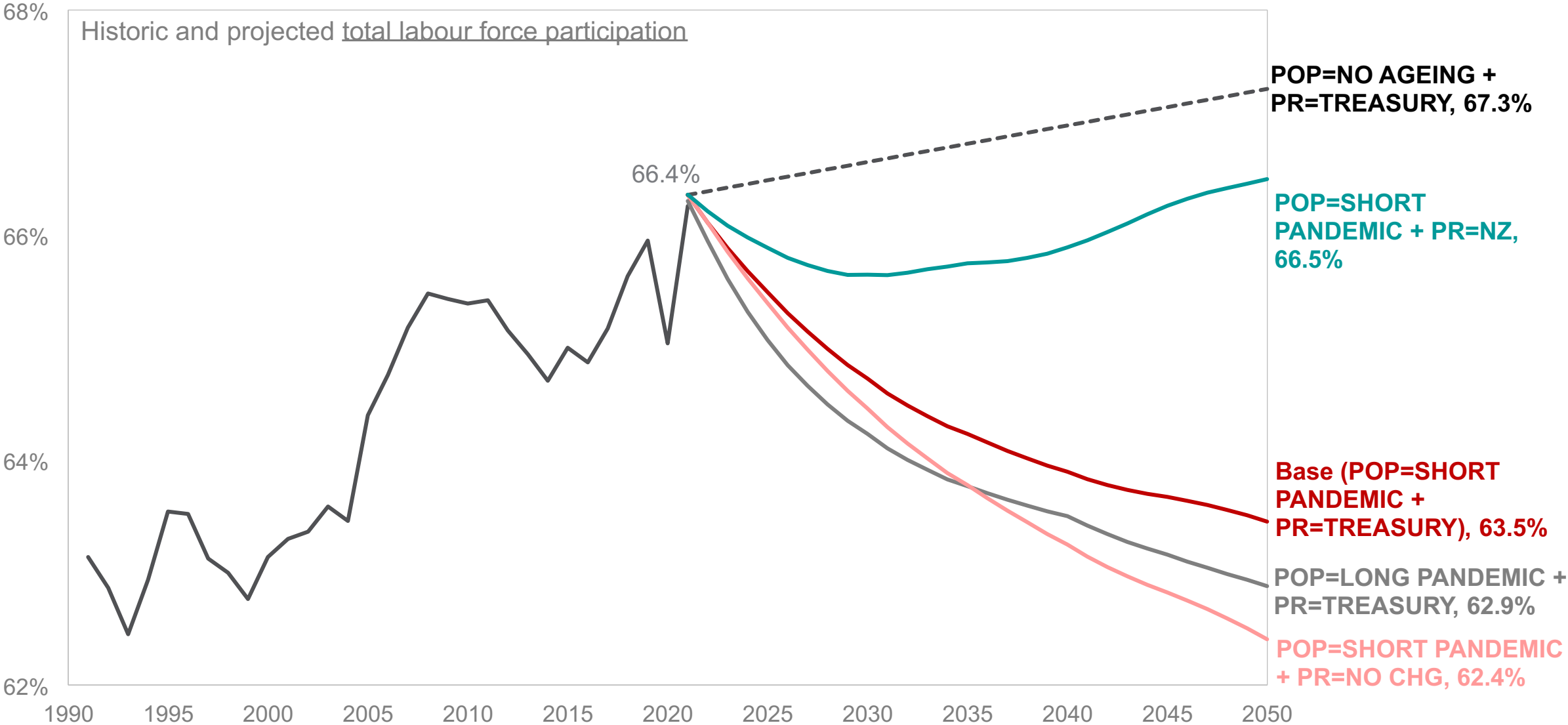
1.2 Participation: Surge and slow down



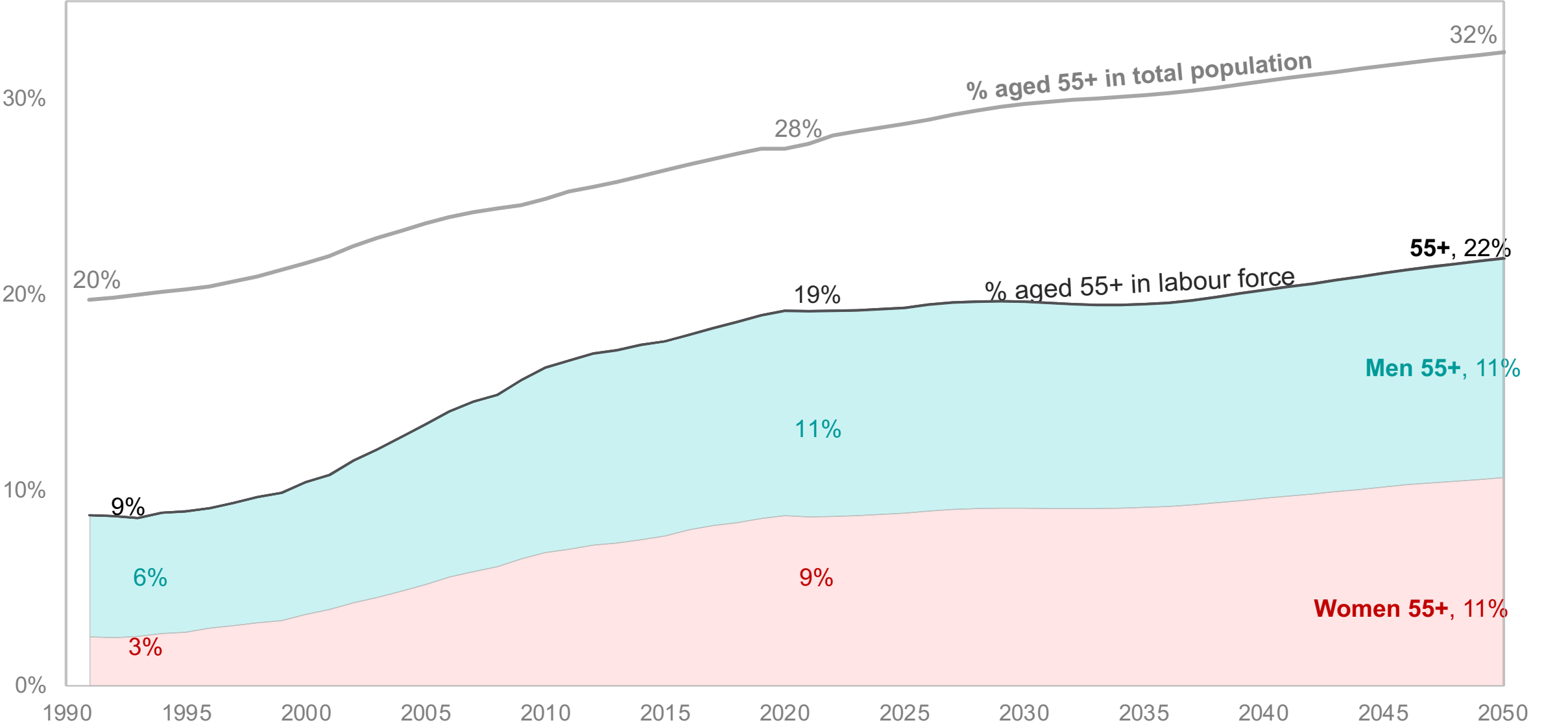
1.3 Future potential: Projected participation



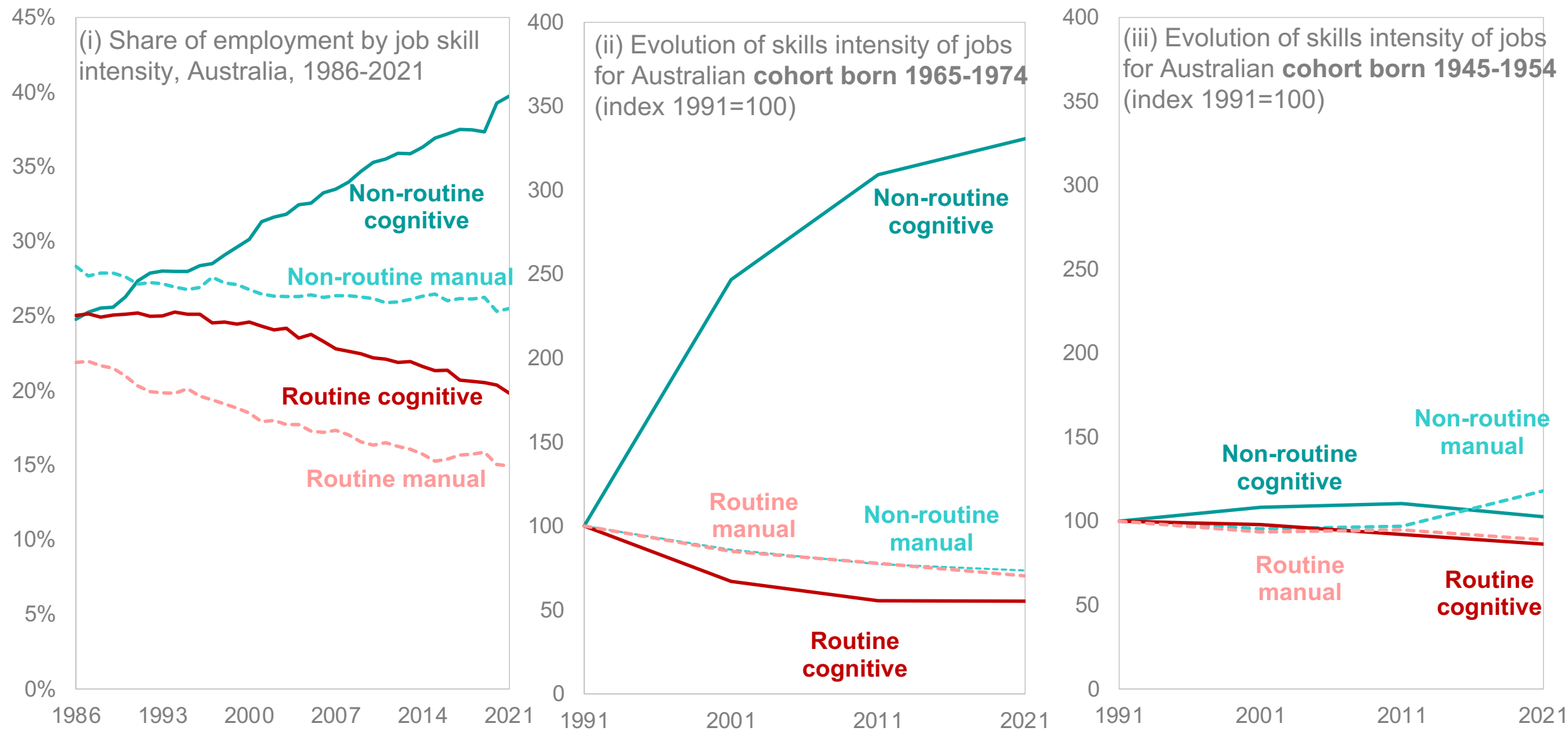
1.3 Future potential: Total labour supply




1.3 Future potential: The ageing workforce

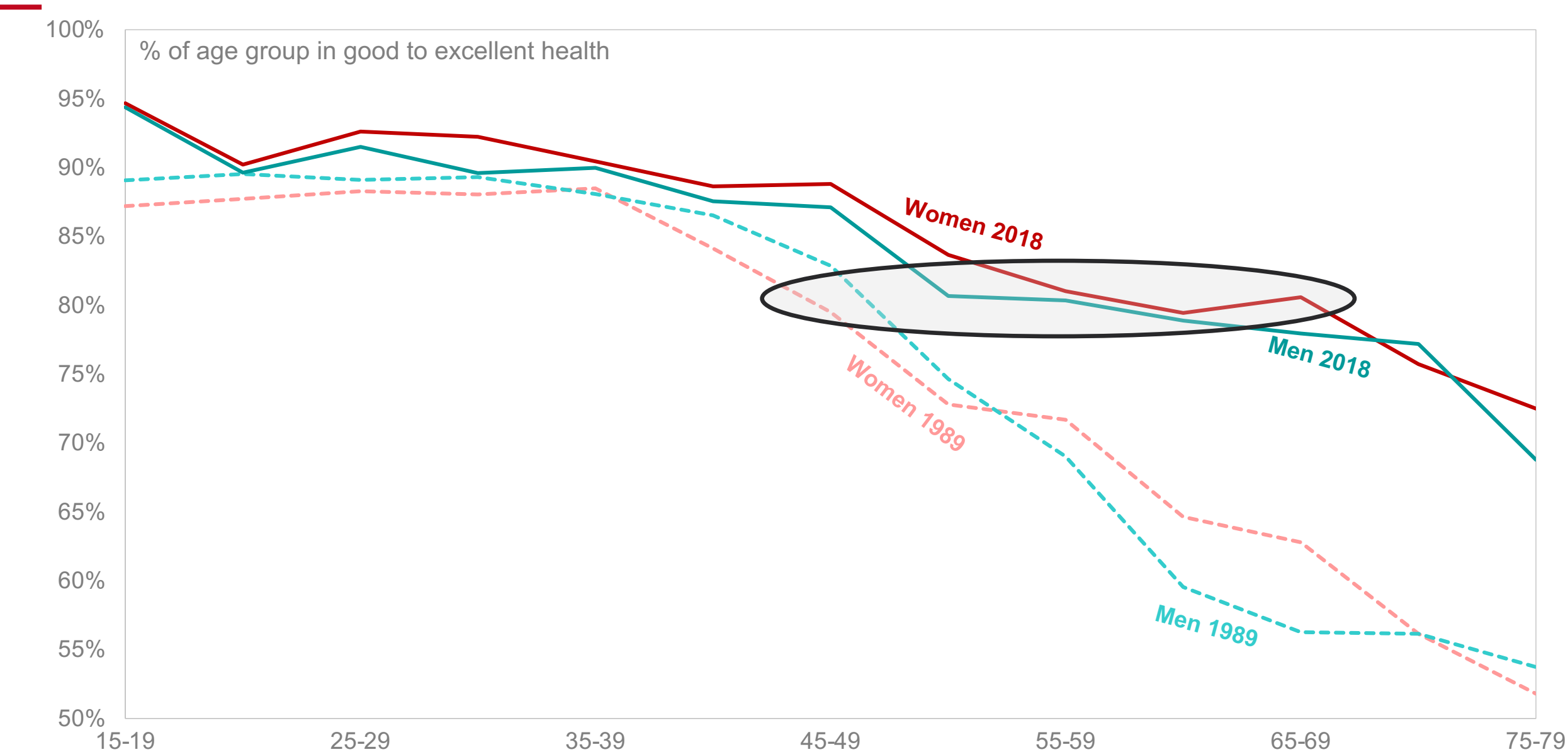


1.4 Older workers remain exposed to employment risks



- 
1. THE MACRO DEMOGRAPHIC CONTEXT
 - 2. HEALTH, EDUCATION, AND SOCIAL TRENDS**
 3. AGE-FRIENDLINESS OF THE LABOUR MARKET

2.1 Health: Declines into poor health are shallower



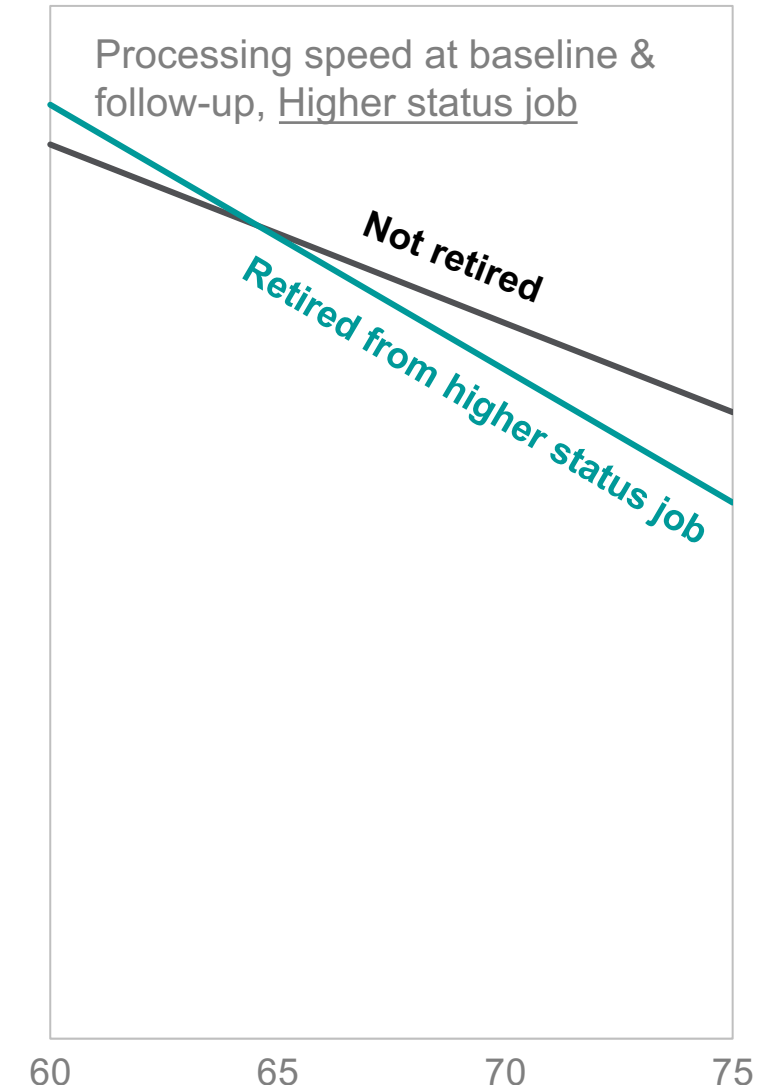
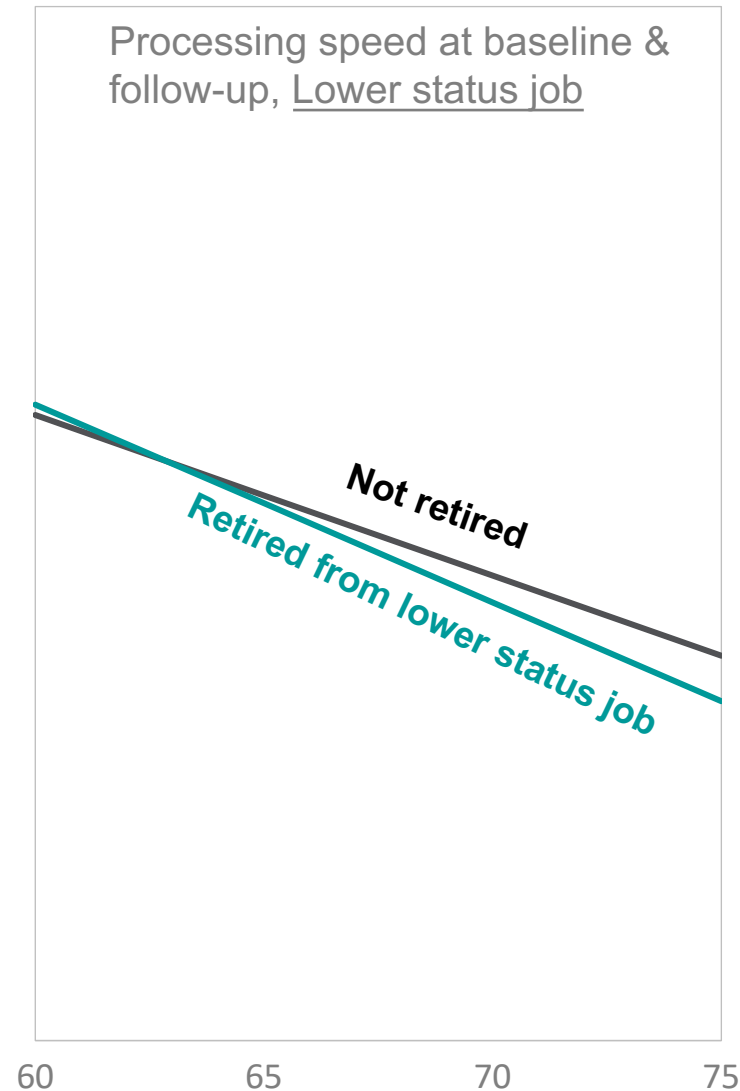
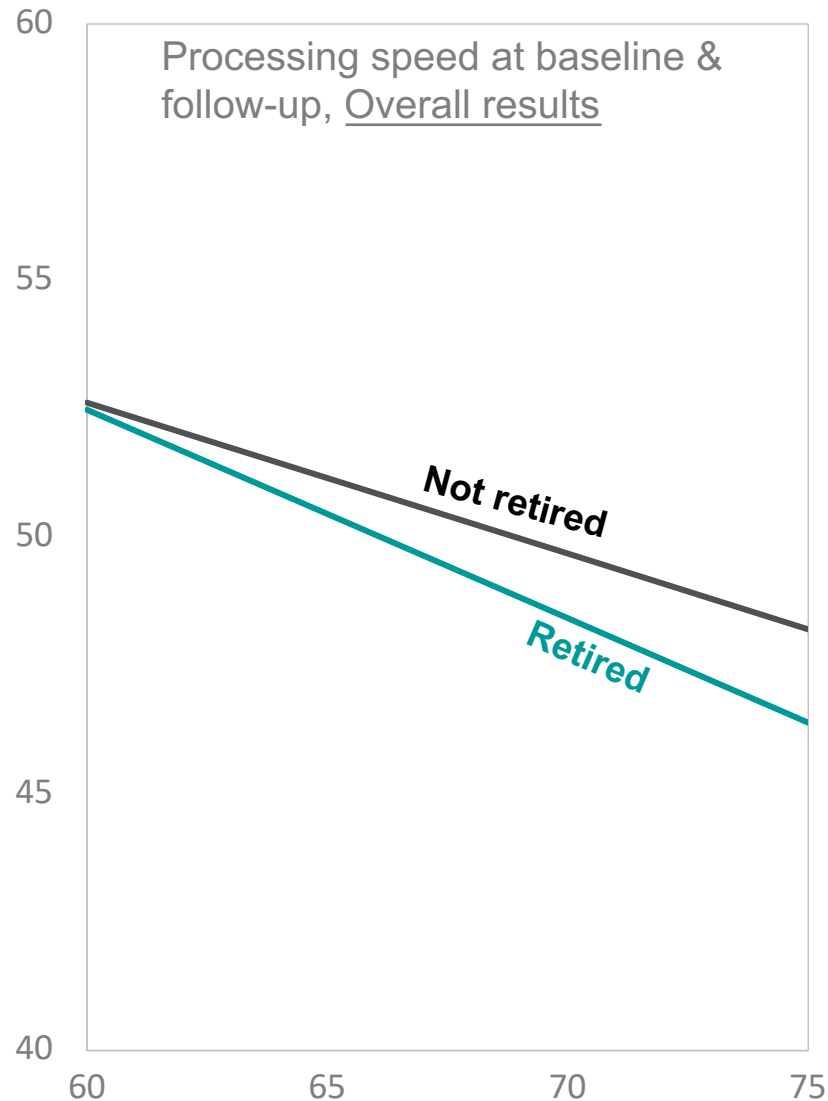
2.1 Health: Work can be protective of health

CEPAR HIGHLIGHT

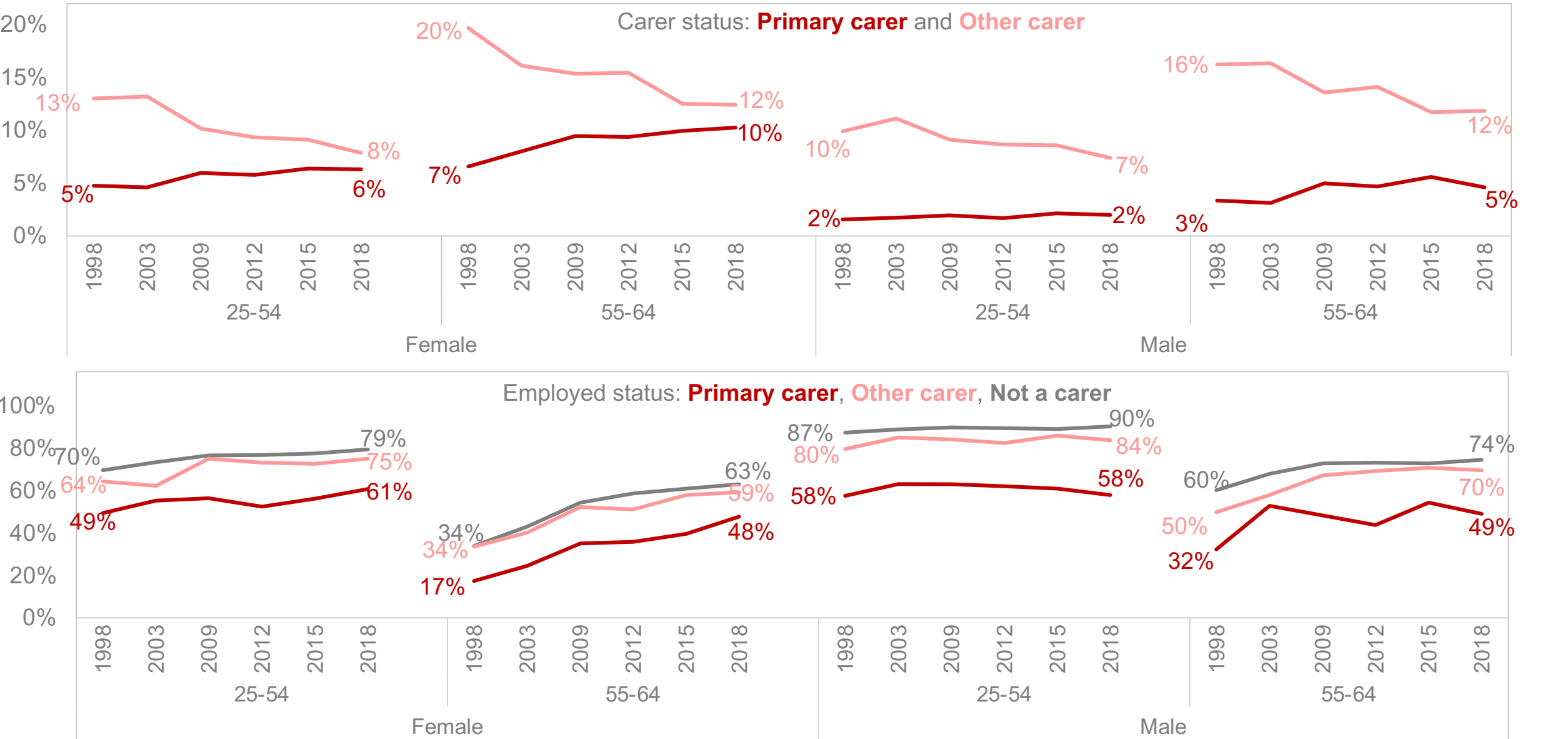
Ross Anzel

Kaarin Anstey

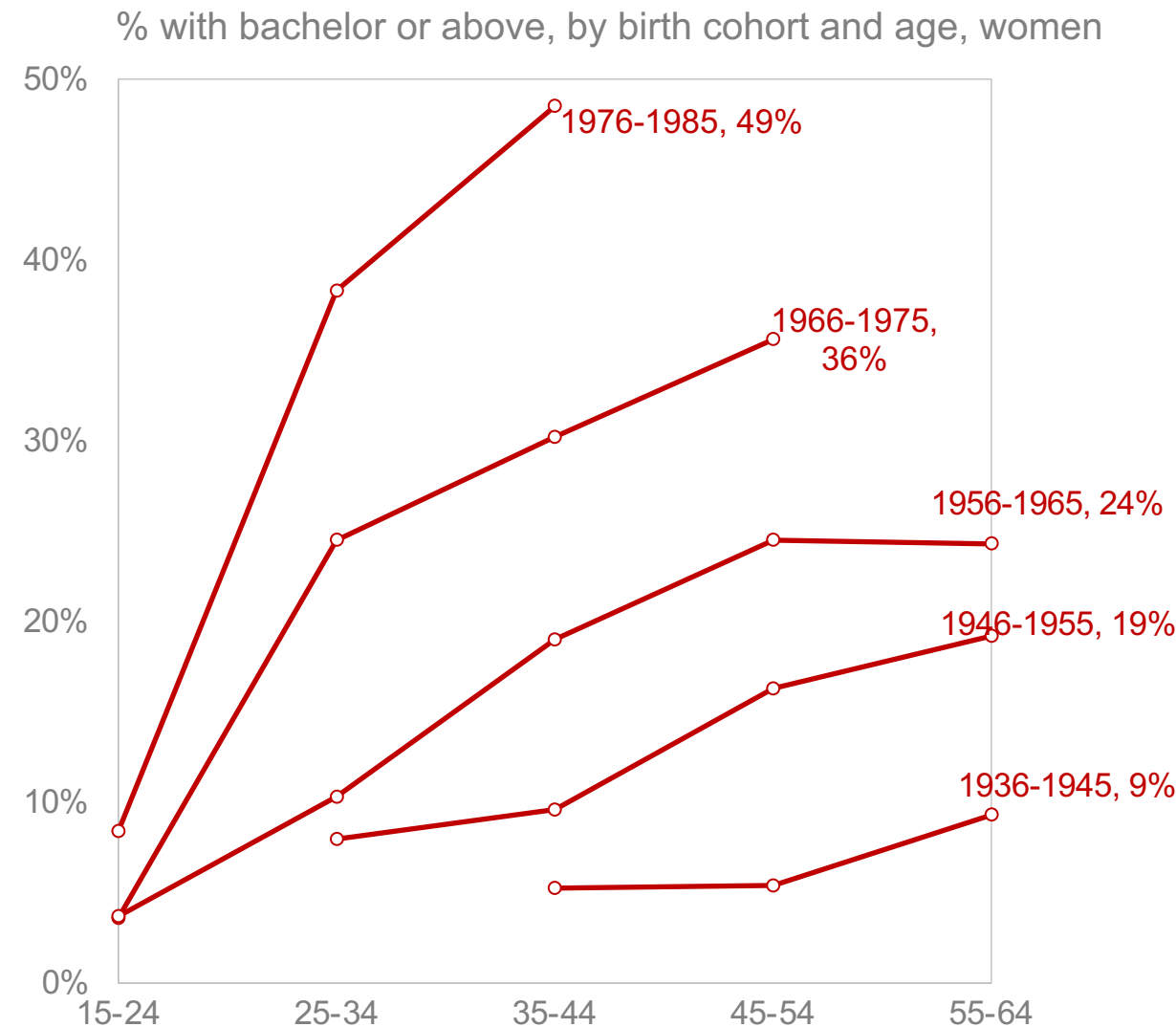
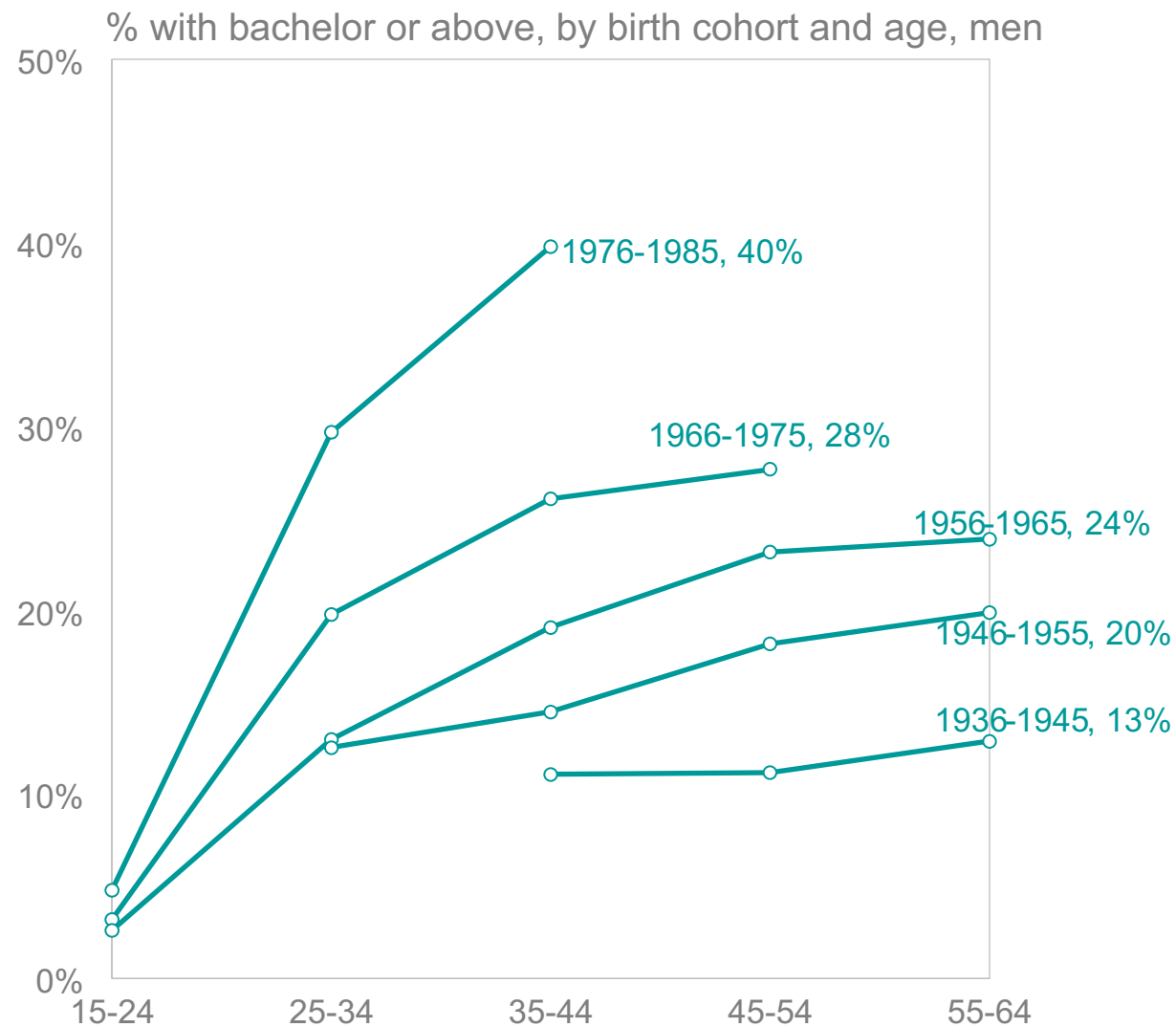
See also Piggott et al 2013



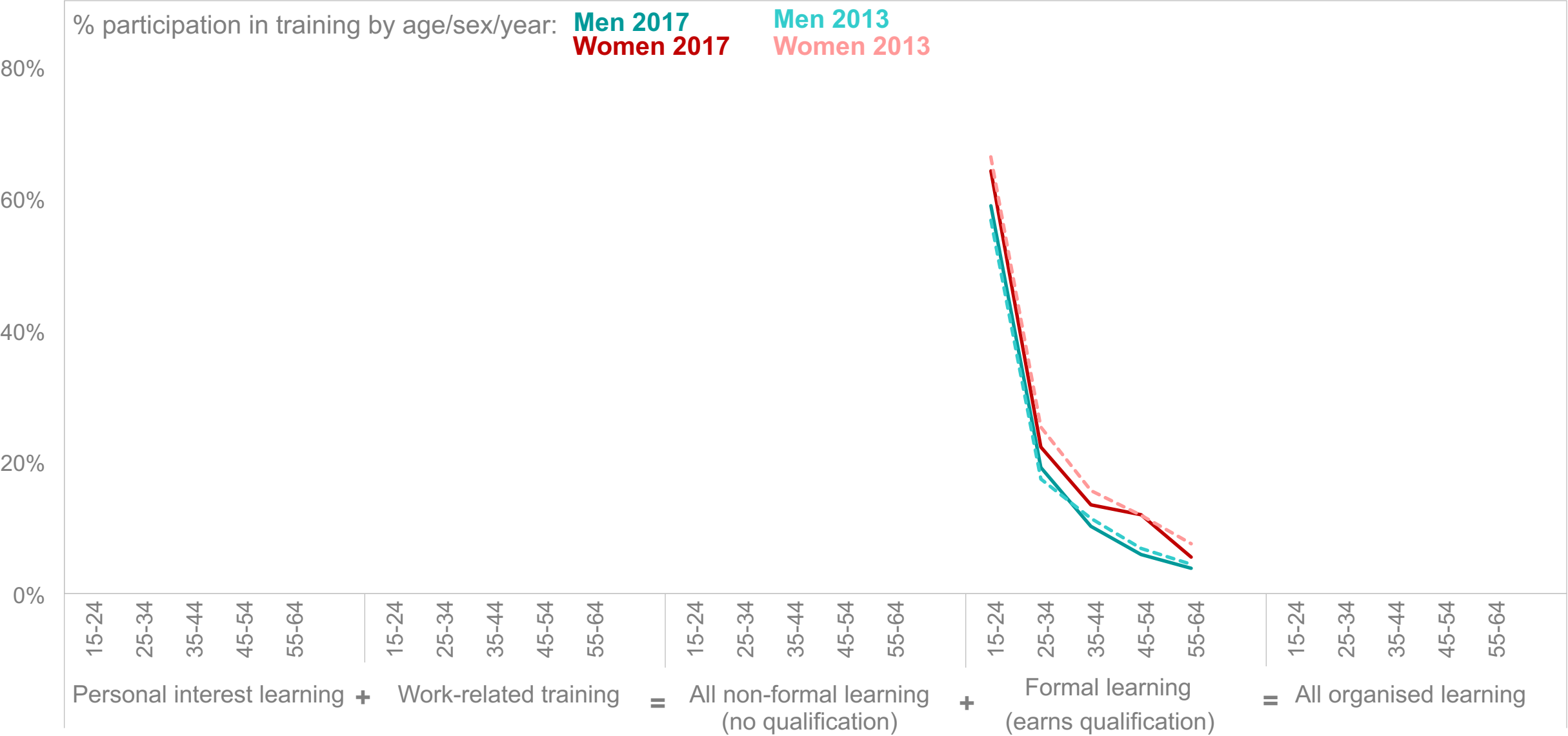
2.2 Care trends



2.3 Education: More educated than ever



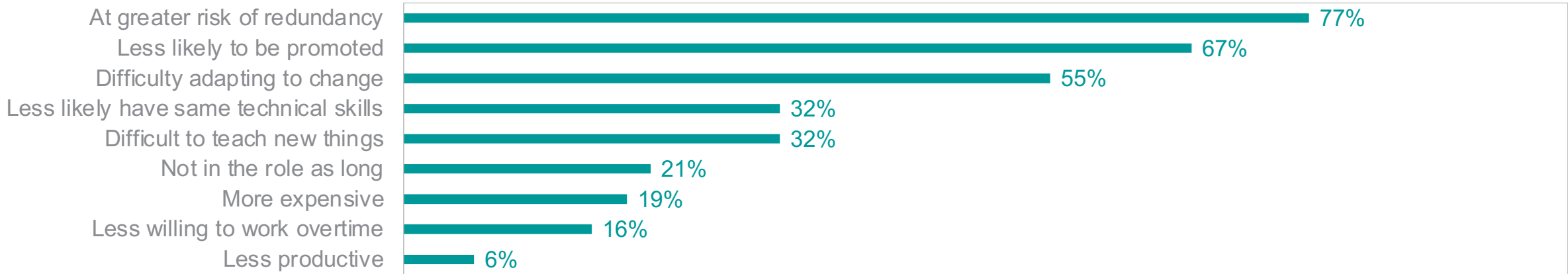
2.3 Training: Peaks mid-career; down over time



2.4 Social attitudes: Slow to shift

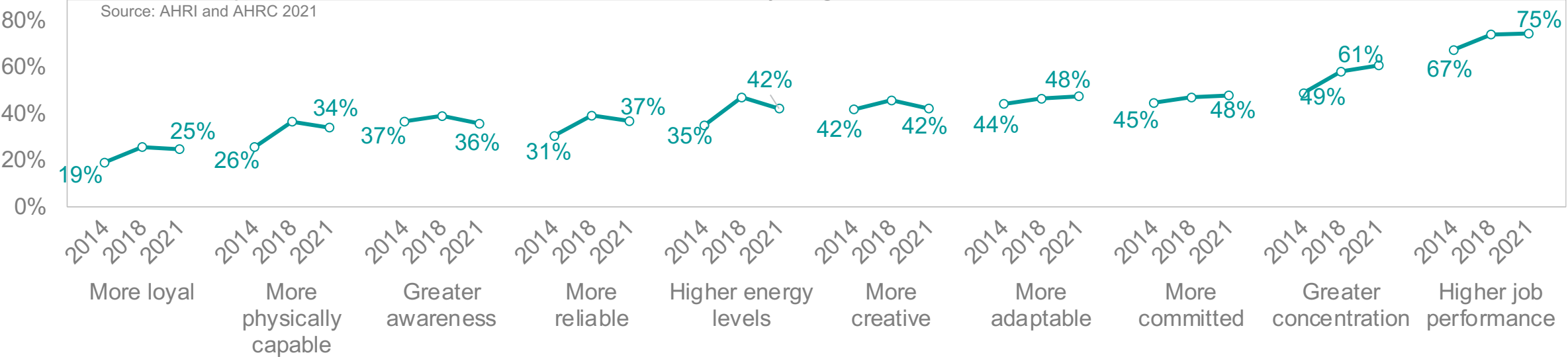
CEPAR HIGHLIGHT
Kate O'Loughlin
See also Petery et al

% strongly agree /agree that compared to younger workers, workers aged 55+ are...



% of HR respondents that assessed characteristics of older / younger workers as **no difference**

Source: AHRI and AHRC 2021



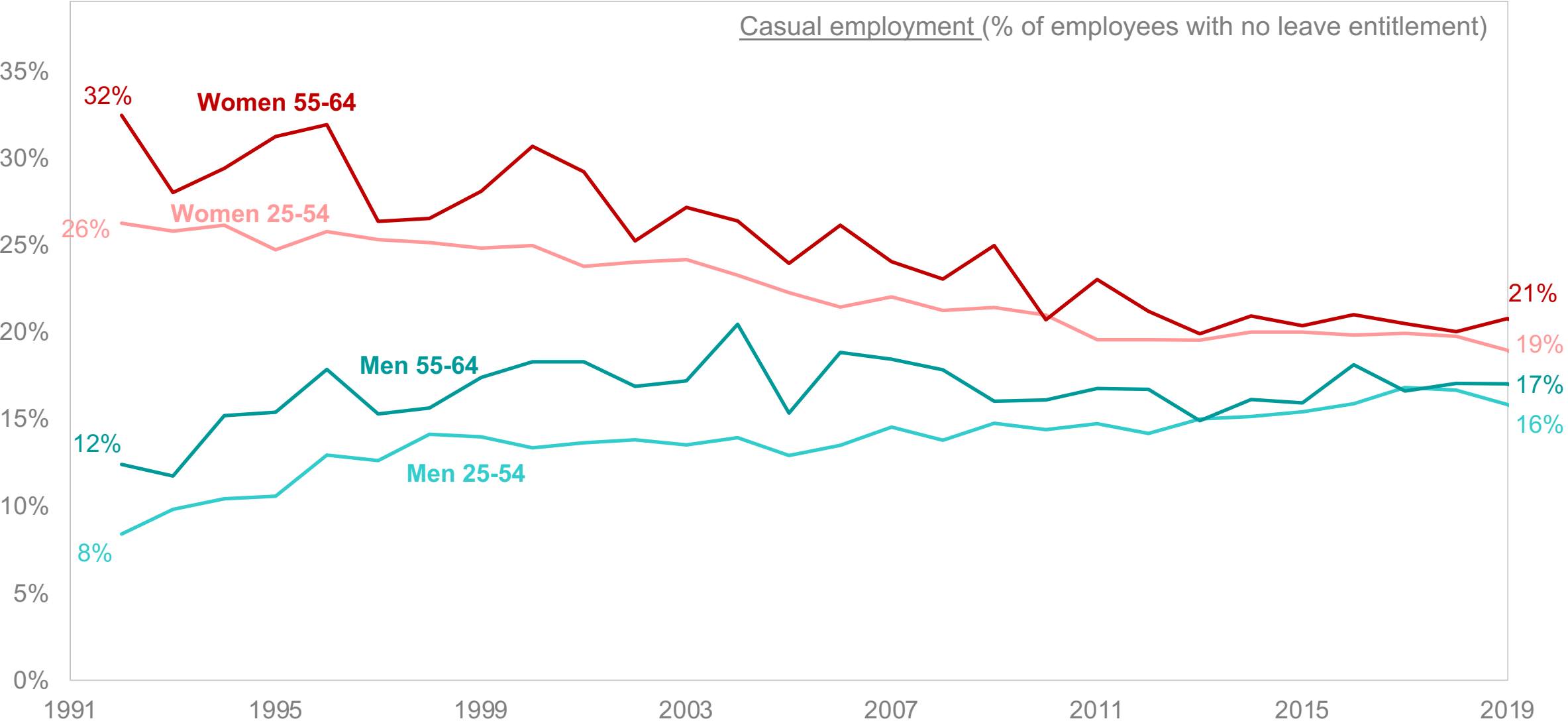
- 
1. THE MACRO DEMOGRAPHIC CONTEXT
 2. HEALTH, EDUCATION, AND SOCIAL TRENDS
 3. AGE-FRIENDLINESS OF THE LABOUR MARKET

3.1 Age friendliness of LM: Australia lagging leading countries

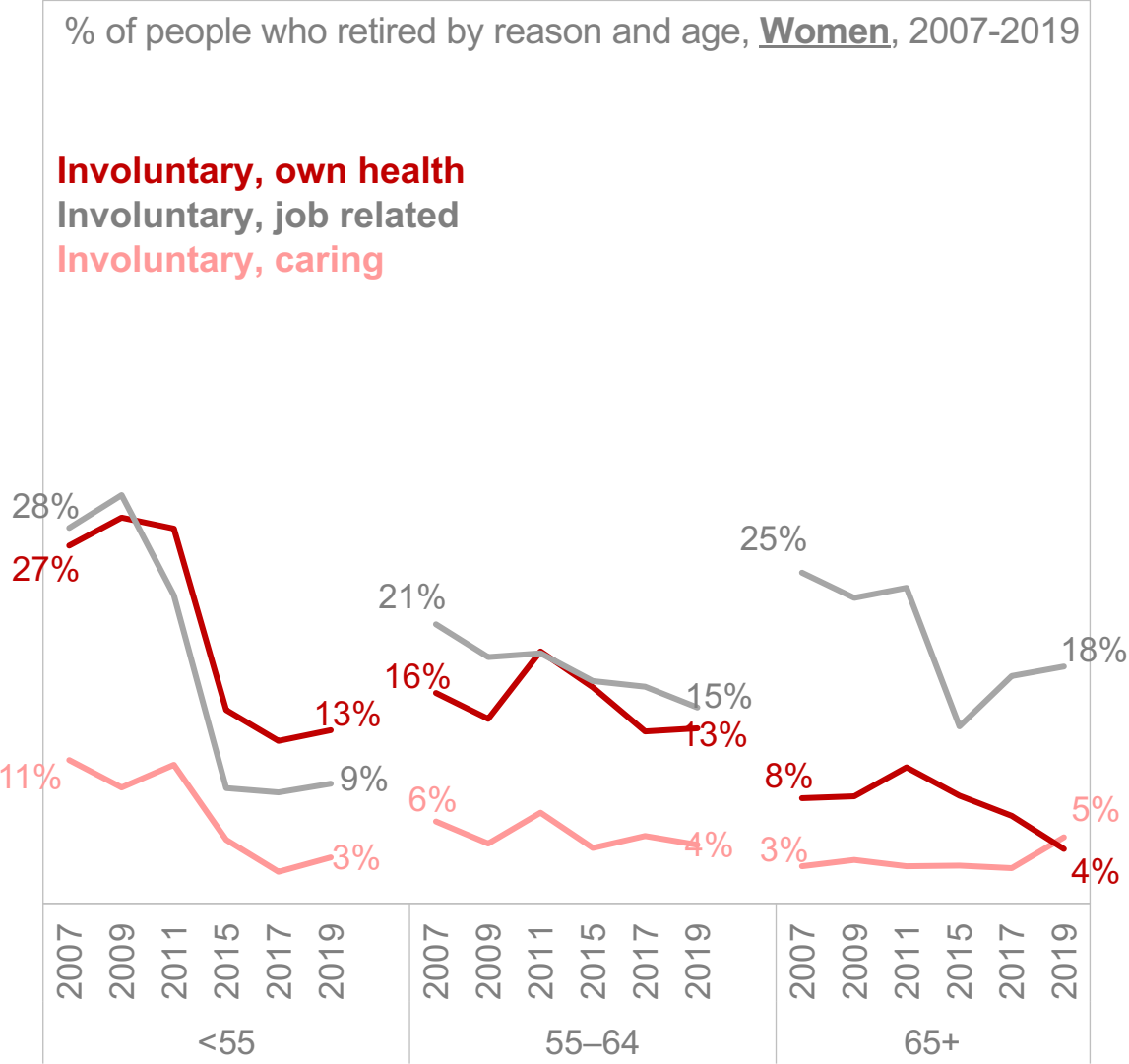
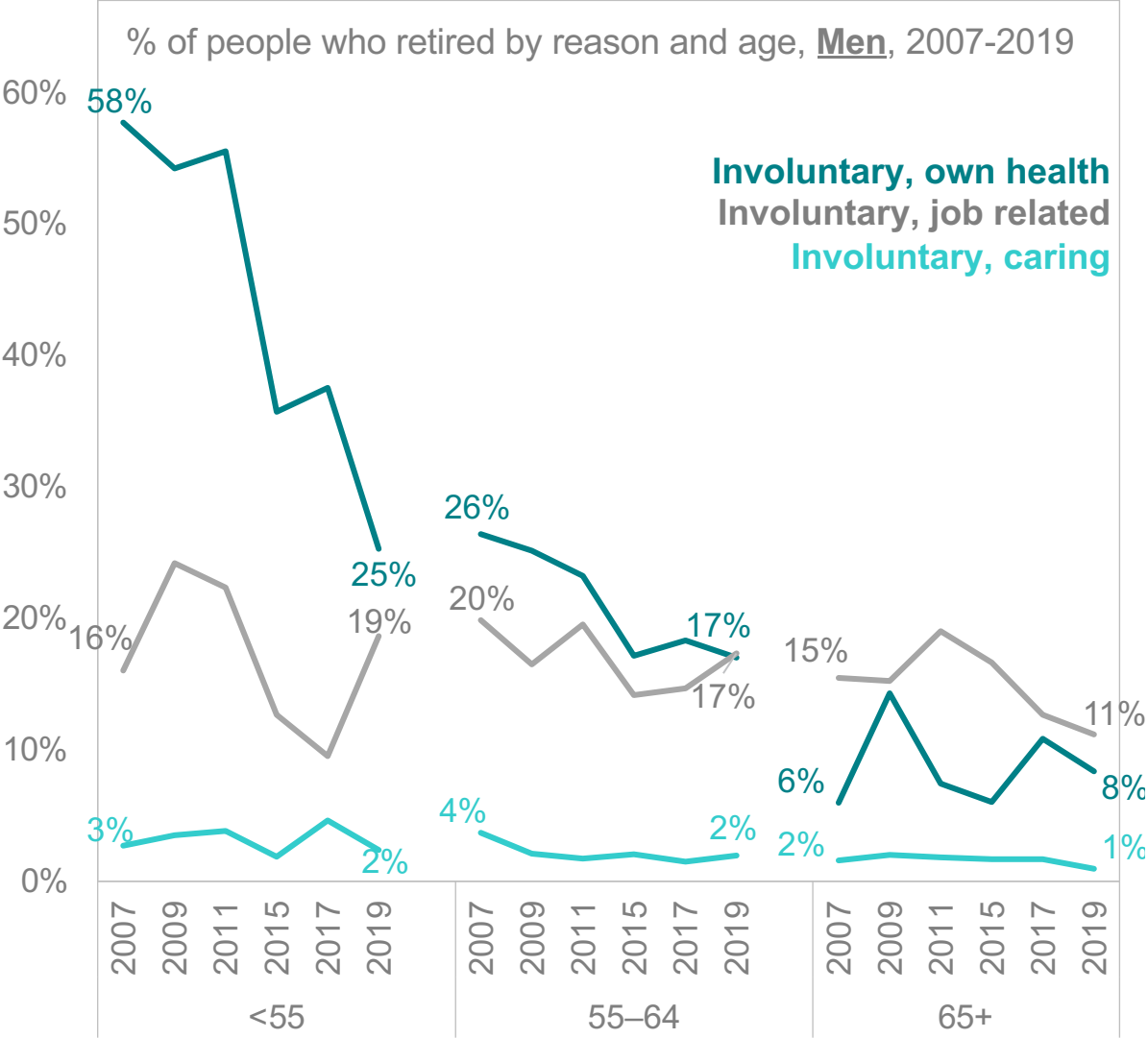
- Middle-of-the-pack in OECD on indicators related to employment, unemployment durations, and earnings disparity between ages.
- Scoring less well on old-age gender gaps (e.g., old-age gender pay gap, and old-age gender gap in unemployment duration)
- Slightly better on job security (higher involuntary part-time but lower self-employment, less temping, longer tenure)
- High health and education, but poor scores on training participation

3.2 Age friendliness of LM: Job insecurity

CEPAR HIGHLIGHT
Gong and He 2019
Wu et al. 2020



3.3 Age friendliness of LM: Involuntary retirement



1. THE MACRO DEMOGRAPHIC CONTEXT

- Large talent pool of older workers
- But slowing participation gains without action

2. HEALTH, EDUCATION, AND SOCIAL TRENDS

- Healthier and more educated than ever
- But still face barriers with disability, care, training, ageism

3. AGE-FRIENDLINESS OF THE LABOUR MARKET

- Middle-of-the-pack outcomes
- Some groups finding it more difficult

...4. EMPLOYER AND GOVERNMENT STRATEGIES...

Thank you

