

Older Workers as Vulnerable Workers

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Comparing vulnerable older workers

United Kingdom

- age discrimination unlawful 2006
- but compulsory retirement remains
- usually at state pension age
 - men 65
 - women 60
- results in workers being ‘tipped into’ part-time & temporary work

Australia

- compulsory retirement abolished 1993-95
- buoyant economy
- superannuation (& tax) regime results in workers 'easing into' retirement

Vulnerable workers

- “someone working in an environment where the risk of being denied employment is high and who does not have the capacity or means to protect themselves from abuse.”
 - UK Govt, *Success at Work* (2006)

Precarious work

Most likely to depart from the standard
of **decent work**

- ❑ Part-time
- ❑ Low skilled
- ❑ Fixed term
- ❑ Short-term / temporary / casual
- ❑ Employed by small business
- ❑ Self-employed

United Kingdom: older workers

- Higher participation than Aust
- Higher unemployment
- Participation rate accelerating
 - Govt discouragement of early retirement
- Effects of recession
 - unemployment among older workers is rising at double the rate of general workforce

Part time employment - EU

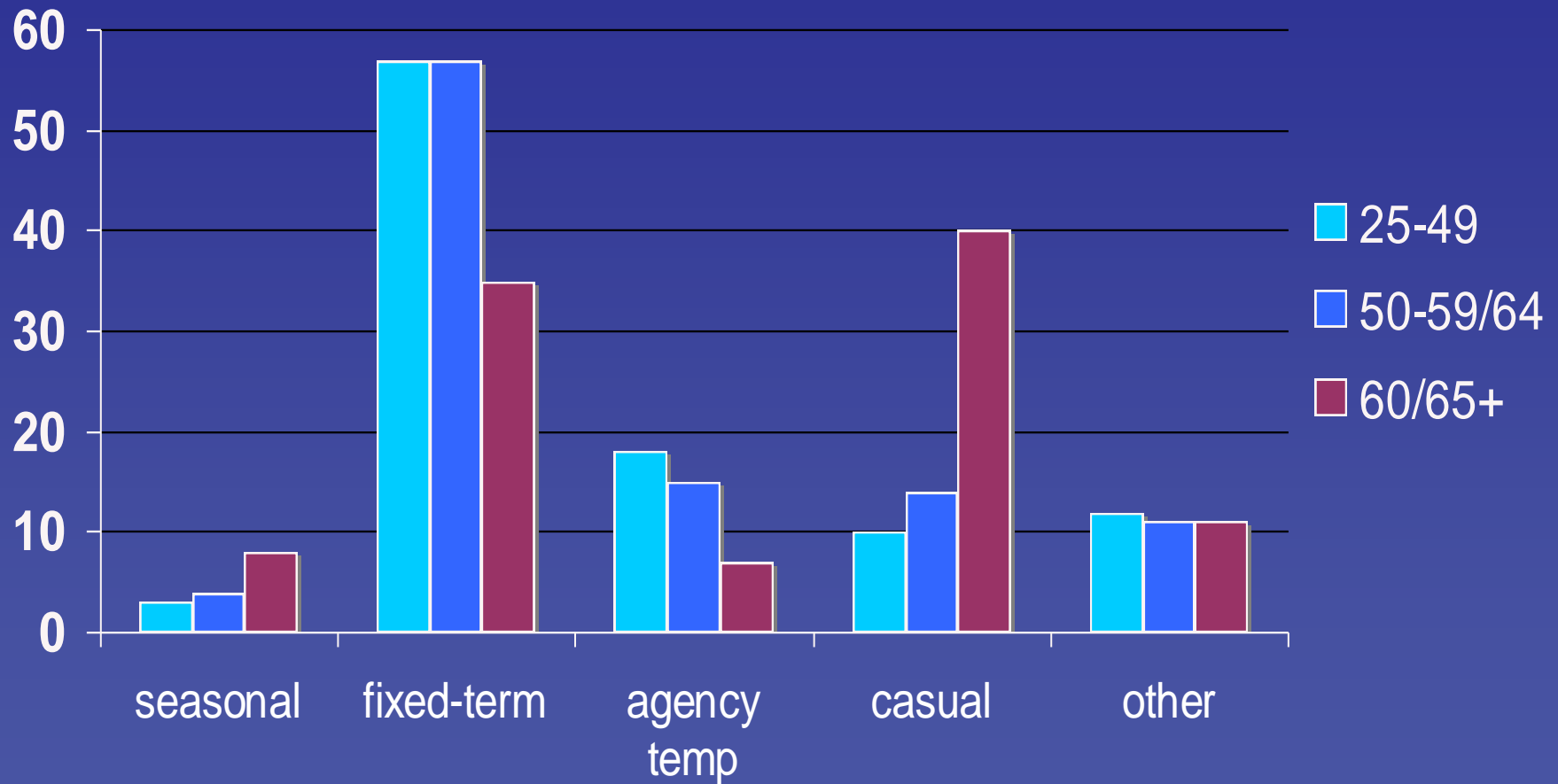
Age	25-34	35-44	45-54	55+	Total
All	13.5	16.3	13.4	22.1	16.7
Men	5.2	3.8	3.8	12.0	7.1
Women	23.2	31.5	25.5	37.0	28.7

Part time employment - UK

Age	women	men
50-54	42	6
55-59	51	12
60-64	70	23
65-69	85	64
70+	89	74
Total (50+)	52	16

UK: temporary workers

% of temporary workers by job category



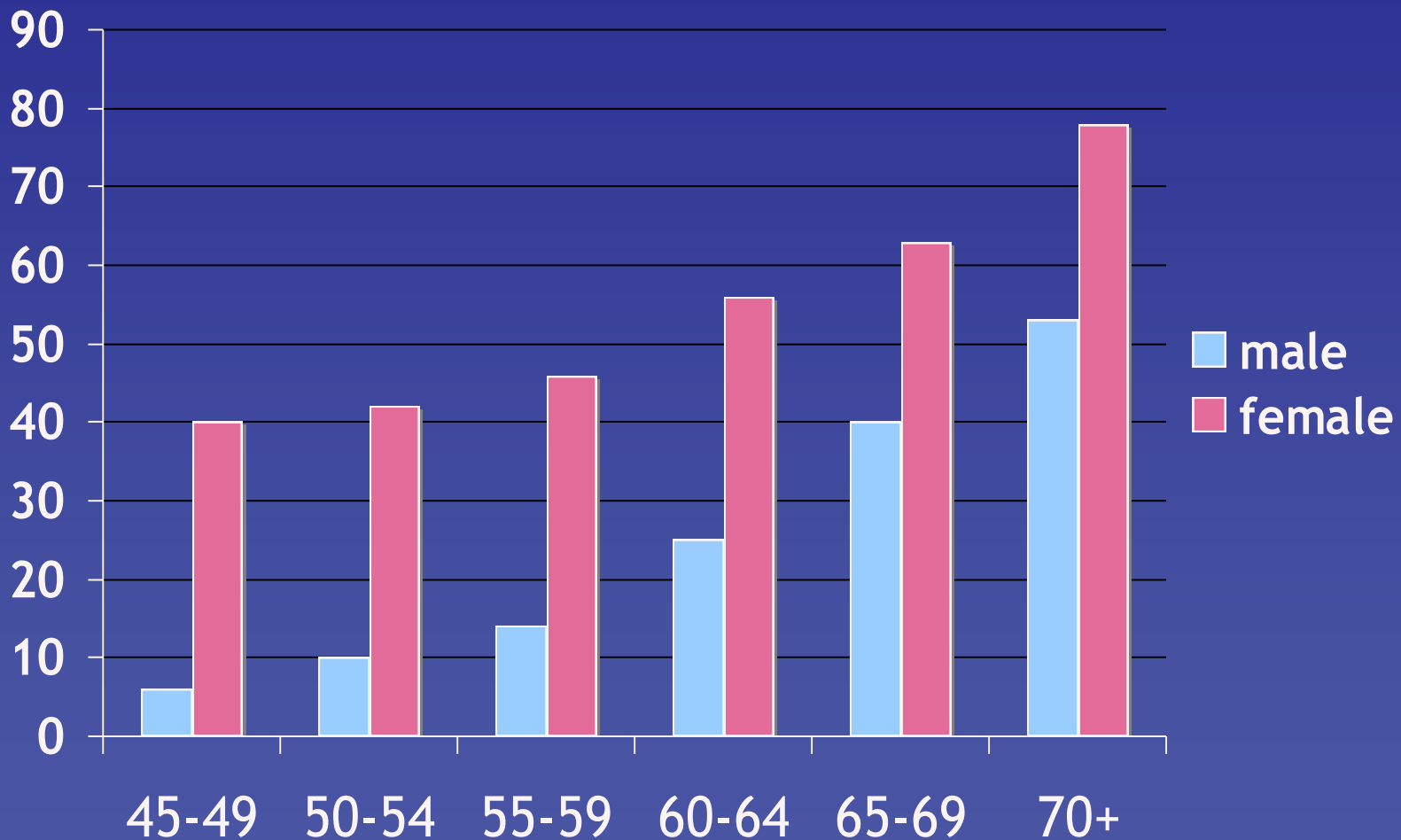
Source: Smeaton & McKay 2003

Australia: older workers

- Low participation 65+
- Especially by women - 2/3 OECD av
- Increasing participation over last decade
- Hidden unemployment for older workers
 - discouraged job seekers - over half aged 55+

Australia: part-time work

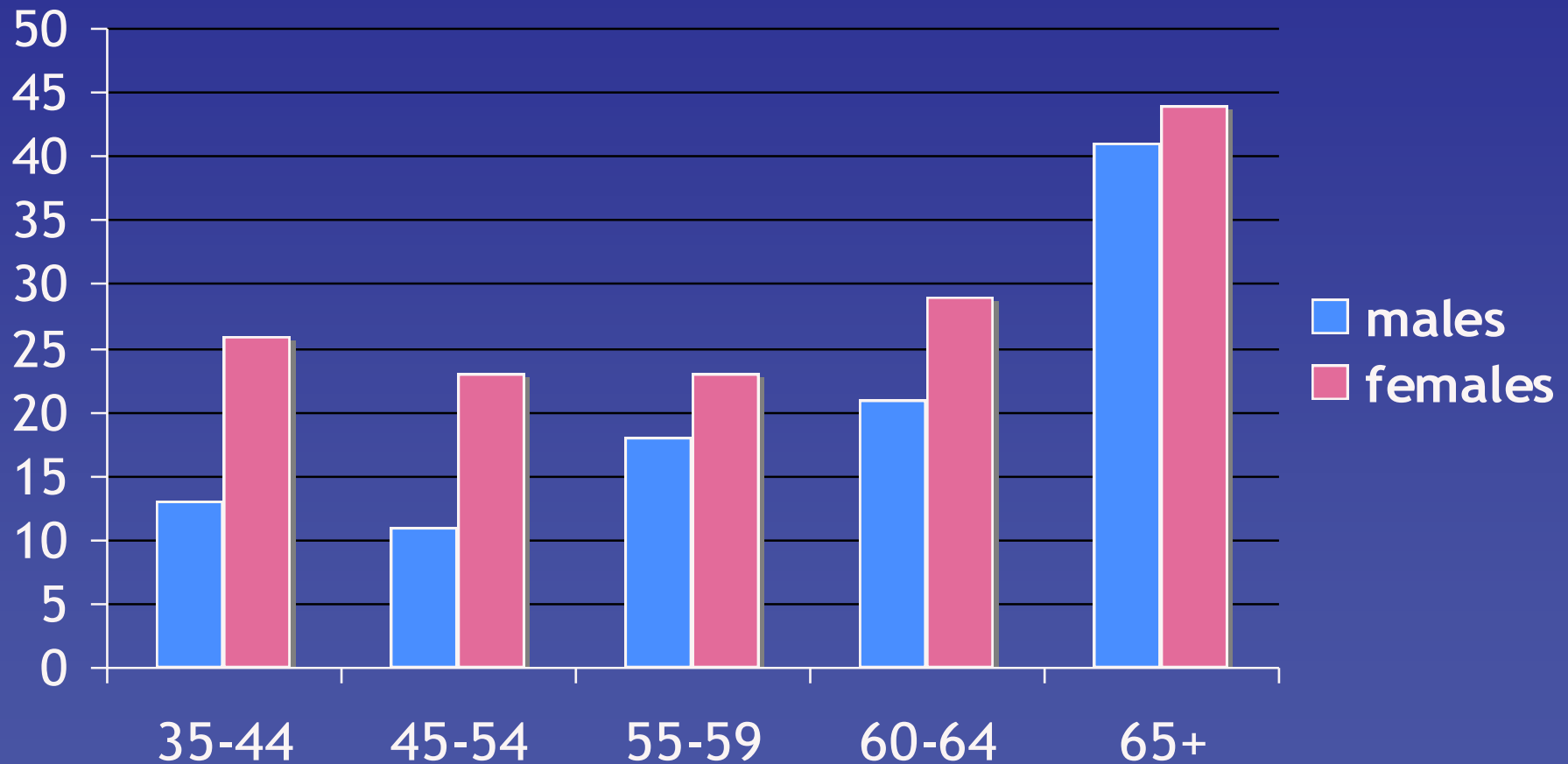
% of workers working part-time by age



Source: ABS 2008f

Australia: casual employment

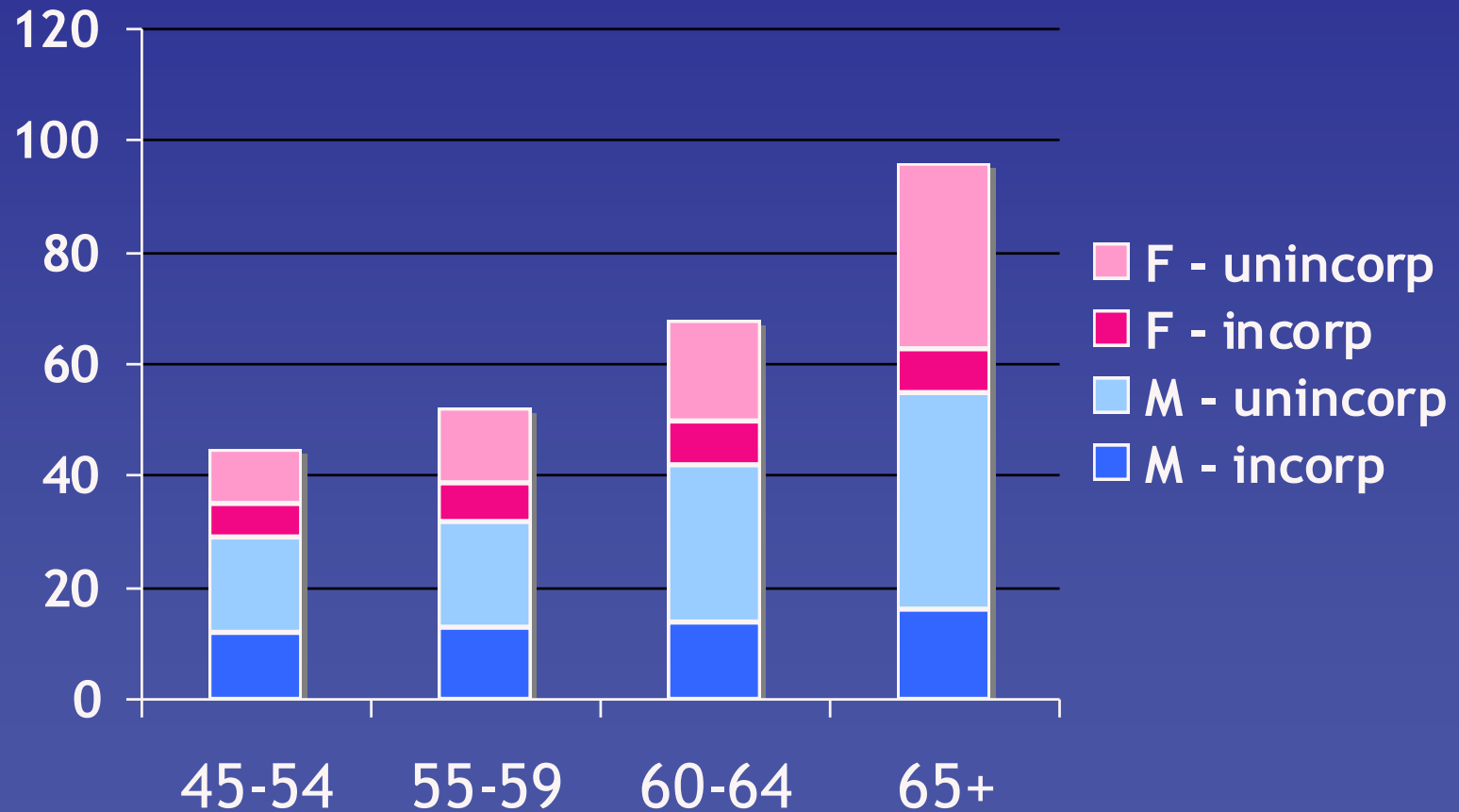
% employees with no leave entitlements



Source: ABS 2008c

Australia: self-employment

% of workers by age group & enterprise type



Source: ABS 2008c

Conclusions: older workers as vulnerable

- Limited but concentrated
- Effects of recession
 - change in participation patterns
 - increasing self-employment, casual
- Age - disability nexus

Employment by age - UK

Period	25/34	35-49	50/64	65+
			50/59	60+
2008	80.7	82.4	72.0	11.6
2009	79.2	82.0	71.6	11.8
2010	77.7	80.8	71.2	12.2

Employment rates by gender - men

	25/34	35/49	50/64	65+
2008	88.6	88.7	73.4	10.6
2009	86.5	87.8	72.6	10.2
2010	83.9	86.0	71.2	10.8

Employment rates by gender - fem

	25/34	35/49	50/64	65+
2008	72.7	76.3	70.2	12.2
2009	71.8	76.2	70.2	12.7
2010	71.4	75.7	71.1	13.1



Percentage unemployed who would like to return to work

	Definitely	Maybe	No
■ Men 50-55	64	10	26
■ Men 56-59	45	12	42
■ Men 60-64	21	3	77
■ Wom 50-55	35	18	47
■ Wom 56-59	23	18	59

Returning to work

- 32% of men aged 65-69 interested in re-entering job market
- 20% of women aged 65-69 interested
- 17% of men aged 70 plus interested

Preferred contractual type amongst those not working, over SPA

■ Type	%
■ Permanent	24
■ Temporary	17
■ Fixed term	10
■ Casual	40
■ DK	9