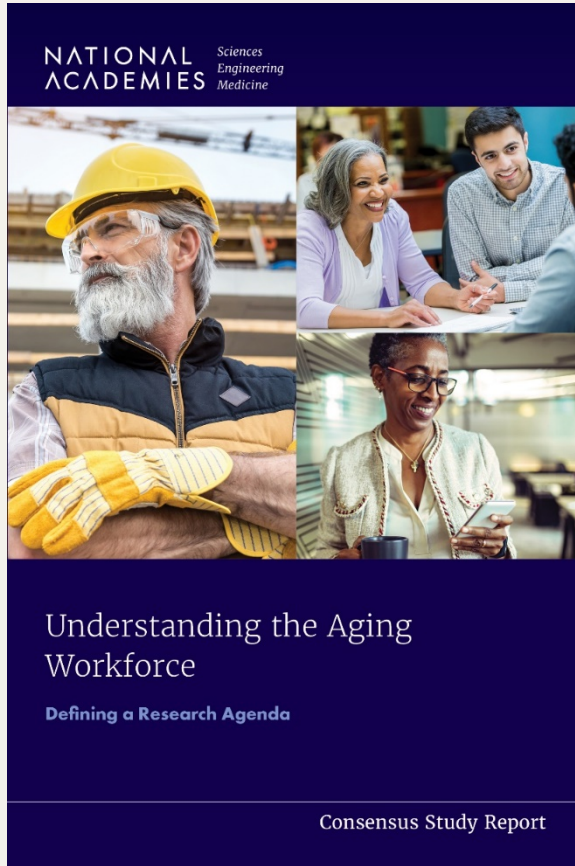


# The Future of Work: Implications for an Older Workforce

The Committee on Understanding the Aging Workforce  
and Employment at Older Ages

*The Committee on Population/The Committee on National Statistics  
The Division of Behavioral and Social Sciences and Education*



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# Report Sponsors

- Alfred P. Sloan Foundation “Working Longer” Program (G-2019-12542)
- The National Academy of Sciences W.K. Kellogg Foundation Fund

Any opinions, findings, conclusions, or recommendations expressed in this publication do not necessarily reflect the views of any organization or agency that provided support for the project.

# Upcoming Events in the Webinar Series

## **The Role of Social Policy in Shaping Work and Retirement Behavior at Older Ages**

Wednesday, October 12: 11am-noon (Eastern)

## **The Persistence of Ageism: Constraining Work Opportunity at Older Ages**

Tuesday, October 25: 1-2pm (Eastern)

# Economic Inequality and Extended Working Lives

- The U.S. population is aging and many are experiencing greater longevity, allowing many older adults to extend their working lives
- However, these trends have occurred ***alongside widening economic inequality*** in which many older adults face constraints on their working and retirement behaviors.
- These constraints fall along lines defined by social and economic inequalities such as gender, race-ethnicity, immigration status, socioeconomic status, and geographic region
- Their effects ***cumulate over the life course***, affecting health and determining the resources and opportunities available for retiring or reducing employment in later life, and are further compounded by ***well-documented age discrimination***.
- An aging and diversifying workforce, mounting inequality, new technologies, and higher economic and job precarity mean ***work arrangements among older adults are in flux***.
- Moreover, the COVID-19 pandemic has meant that many workplace policies and practices are also in flux.

# THE EMPLOYER-OLDER EMPLOYEE RELATIONSHIP

## CONCLUSION

Retirement is too often viewed as an **overly individualized** process of workers stimulated or constrained by macro-level forces. However, **other forces** shape work and retirement pathways by constraining or increasing older workers' agency in making decisions. These forces include **workplace norms, policies, and practices, within the employer-employee relationship.**



# Today's Agenda

- **The Future of Work: Implications for an Older Workforce**
  - The Importance of Job Quality for Engaged Employees (Jacquelyn James)
  - Employer and Employee Interests (Peter Berg)
  - Work Practices (Mo Wang)
  - Work Precarity and Flexible Work Arrangements (Phyllis Moen)
- **Older Workers, the Future of Work, and the COVID-19 Pandemic: Lessons Learned and Future Directions**
  - Wen Fan
- **Audience Q&A**