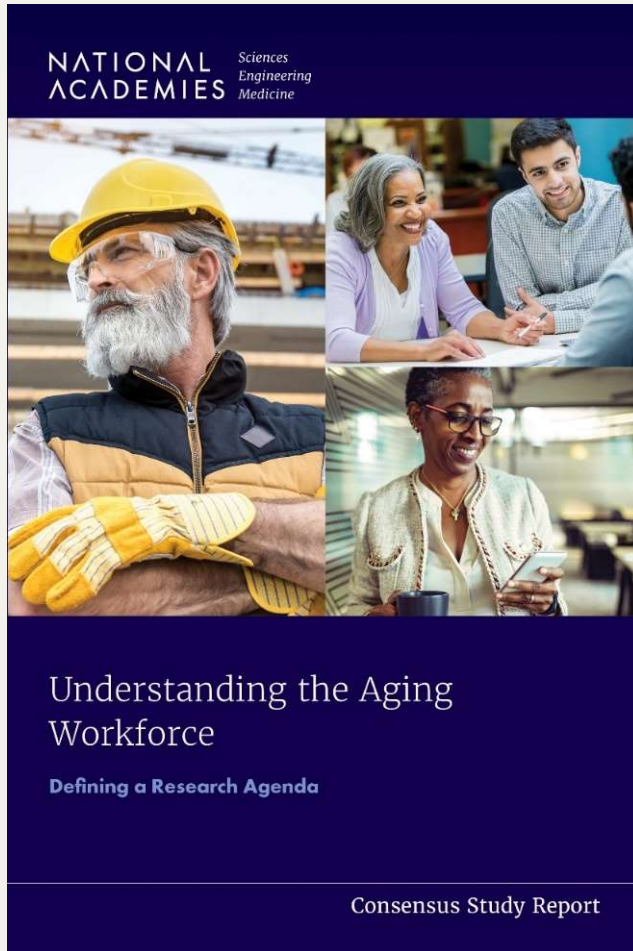


# The Role of Social Policy in Work and Retirement Behaviors

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*

OCTOBER 12, 2022 WEBINAR



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

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# Previous and Upcoming Events in the Webinar Series

## **The Future of Work: Implications for Older Workers**

Tuesday, October 4: Recording posted to project website

## **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***.
- Social policies can enable or constrain the options available to workers through their influence on work opportunities, work conditions, and financial security.

# Today's Agenda

- **The Role of Social Policy in Shaping Work and Retirement Behaviors**
  - Introduction and Social Policies that Support Work (Courtney Coile)
  - Social Policies that Support Financial Security (Emma Aguila)
  - U.S. Policy through an International Lens (Axel Börsch-Supan)
- **Discussion**
  - Richard Johnson
- **Audience Q&A**