Supporting longer lives through a multistage work-life approach
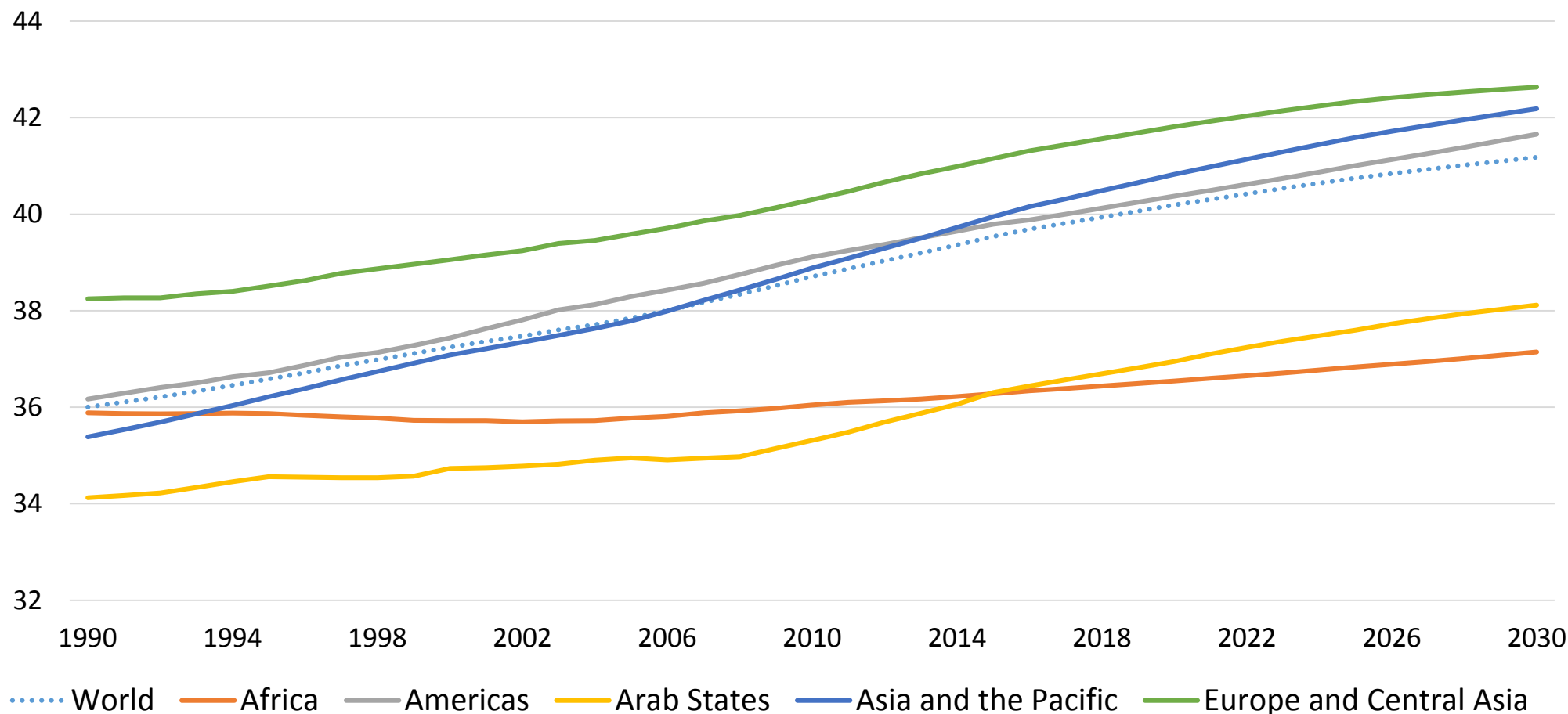
G20 Employment Working Group

1st meeting, February 2019

The labour force is growing older
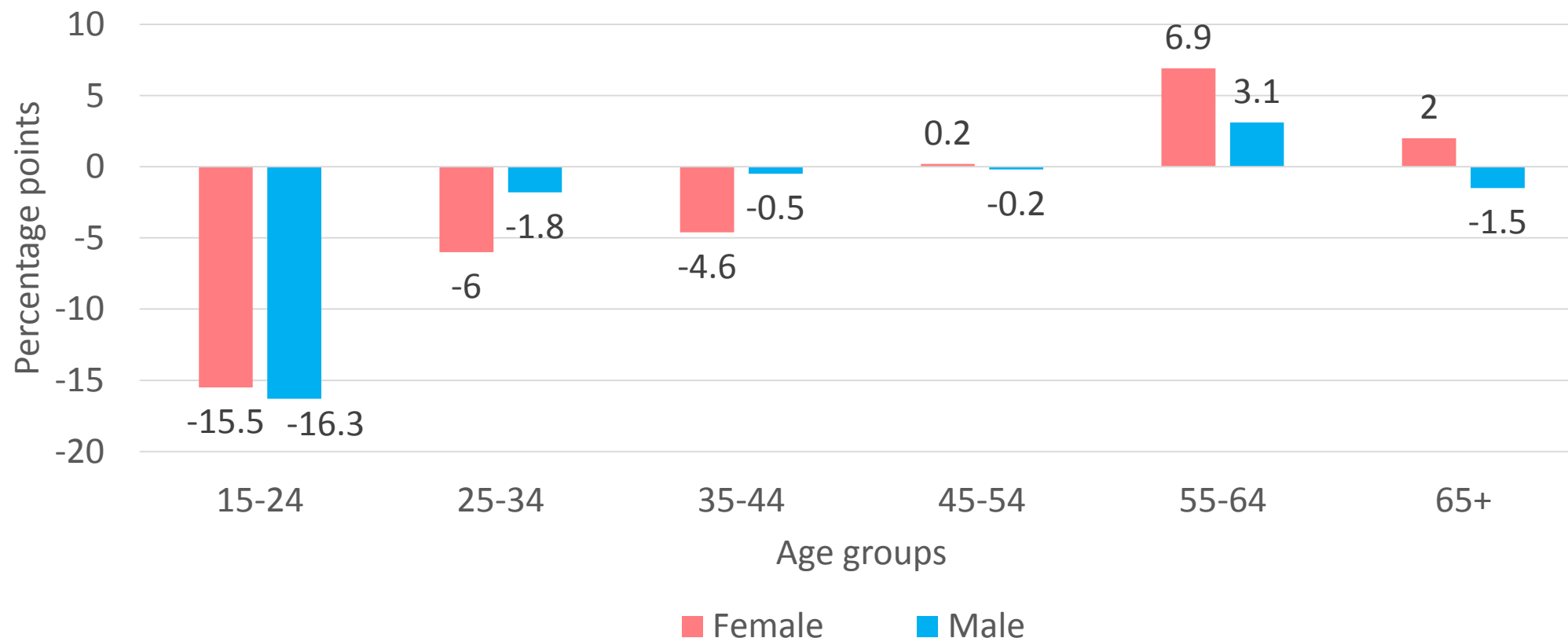
Average age of the labour force, 1990-2030 (projections for 2018 and beyond)

Source: ILOSTAT, ILO Labour Force Estimates and Projections

Work life patterns are changing

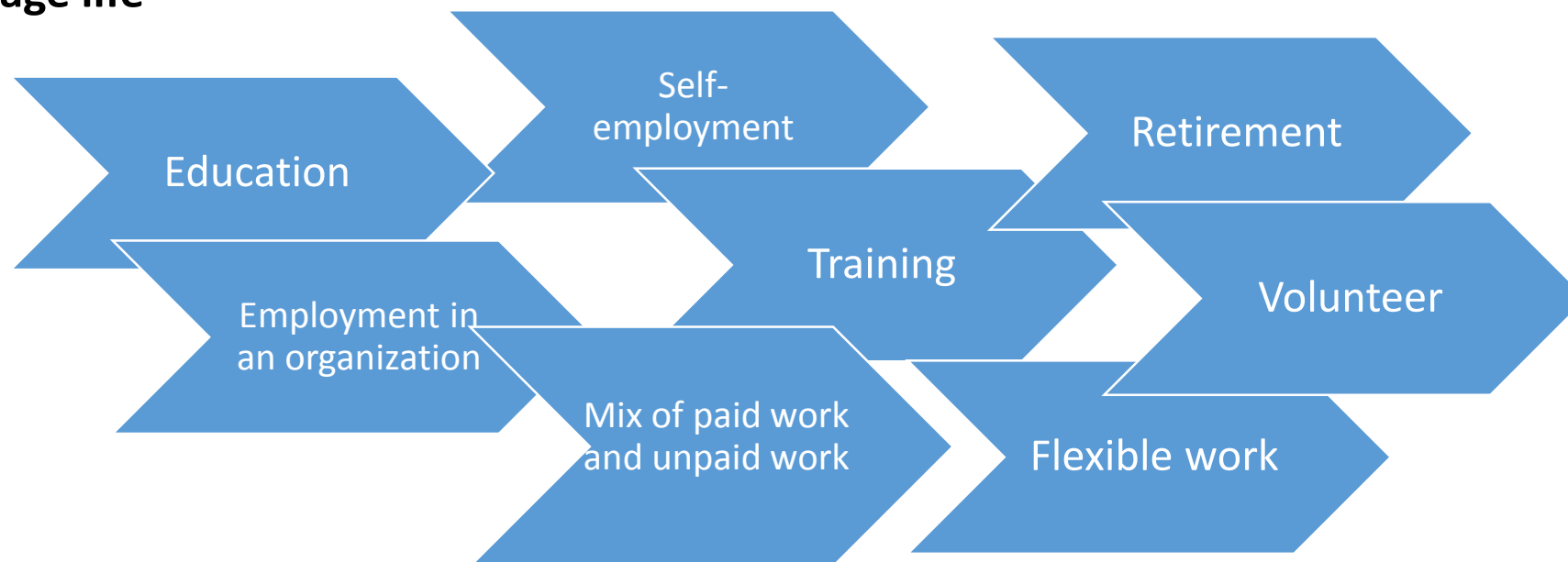**Change in labour force participation rates in the G20, by sex and age groups, 1998 and 2018**

Source: ILOSTAT, ILO Labour Force Estimates and Projections

From a three-stage life to a multistage life

Three-stage model

age0 | Education | age20 | Work | age60 | Retirement

Multistage life

Education

Self-employment

Retirement

Employment in an organization

Training

Volunteer

Mix of paid work and unpaid work

Flexible work

From a three-stage life to a multistage life
Investing in skills ecosystems

Challenges

- Low investments in lifelong learning systems
- Low adult participation in training
- Women participate but in a narrow skills range
- family responsibilities, work responsibilities, health, age and cost hinder participation

Solutions

- Extension and diversification of lifelong learning opportunities
  - Respecting different needs at different stages of life
- Financial incentives
- Governance of training systems
- Recognition and certification of all forms of prior learning

From a three-stage life to a multistage life
Rethinking social protection

Challenges

- Low coverage rates
- Current systems do not systematically provide protection during transitions
- Financial sustainability of social security
- Cost of providing social protection for all
- Gender inequalities

Solutions

- Combine enhanced social insurance mechanisms with stronger tax-financed provisions to ensure universal coverage throughout the life course
- Eliminate obstacles to continued coverage during transitions
- Parental leave, portability of SS benefits, extension of SS to non-wage workers

From a three-stage life to a multistage life
Focus on other policy areas

Challenges

- Negative perceptions and discrimination
- ALMP target mainly on young people and long-term unemployed
- Entrepreneurship programmes don't cover all population groups

Solutions

- Financial incentives to hire/keep certain workers
- Strengthen employment services
- Awareness raising campaigns
- Mixed-age teams
- Flexible working arrangements and use of technologies
- Entrepreneurship programmes to all population groups

Policy building blocks
Support transitions and respect people's preferences and aspirations

a universal entitlement to lifelong learning

an effective lifelong learning system

a guaranteed universal social protection from birth to old age

a transformative agenda for gender equality

more investment in the institutions, policies and strategies that will support people through transitions