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

- Education
- Work
- Retirement

Multistage life

- Education
- Employment in an organization
- Self-employment
- Training
- Mix of paid work and unpaid work
- Flexible work
- Volunteer
- Retirement
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