



ARC/NHMRC Research
Network in Ageing Well

Workforce Ageing: Research Questions, by Garry Barrett, UNSW



Economic Society of Australia
36th Australian Conference of Economists

(i) Participation Decisions

Encourage longer working lives

Better understand main drivers of the retirement (and Labour Supply) decision:

- Individual's desire to remain connected with the labour market
- Jointness of the decision with family preferences needs and preferences
- Sensitivity of this decision to the full range of personal, family and economic determinants
 - e.g. parameters of superannuation arrangements (aspect of DB schemes - important aspect of early retirements of men in recent decade), family care provision (and needs), economic uncertainty

(ii) Workplace Flexibility

Firm's demand for elderly workers:

- Attitudes regarding elderly workers: aspects of discrimination?
- Reorganization of the workplace, including work schedules, to meet the requirements of an ageing workforce
- Covering the full spectrum from (employee/employer/customer) preferences to workplace technology

How to best promote transition in the workplace?

(iii) Labourforce Productivity

Younger birth cohorts have accumulated progressively greater human capital than the cohorts preceding them. It is in the nation's interest to maximise the productivity of this valuable resource.

Public policies and regulations to promote active participation in the workforce

- Identify and address impediments in the social security system which discourage labour supply
- Foster private arrangements that promote productive employment relationships.

'Ancillary' arrangements that contribute to worker productivity: e.g. transport infrastructure, provision of health care services, development / deepening of new markets. Labour markets inherently integrated with other markets.

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