

In the face of rapid population aging and the trend toward early retirement, there is a need to promote better employment opportunities for older people. Much has been said about the need for reform of old-age pensions and early retirement schemes, but this may not be sufficient to raise employment rates for older people significantly or to reduce the future risk of labor shortages. Both government and business will need to take active measures to adapt wage-setting practices to ageing workforces, to address the extent to which other welfare schemes act as pathways to early retirement, to tackle age discrimination, and to improve the job skills and working conditions of older workers. In addition, older workers will need to change their own attitudes toward working longer and acquiring new skills. Little is known about what countries have been doing or should be doing in these areas. This volume on the United States is part of a series of OECD country reports that are intended to fill this gap. It contains a survey of the main barriers to employment for older workers, an assessment of the adequacy and effectiveness of existing measures to overcome these barriers, and a set of policy recommendations for further action by the public authorities and social partners.

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