

## EMPLOYMENT RATES OF OLDER WORKERS

### Key results

The employment rate falls with age in all OECD countries. For individuals aged 55 to 59 years, the average employment rate across all OECD countries was 69.6% in 2016, 46.3% for the 60 to 64 age group and 20.9% for those aged 65 to 69. In twelve OECD countries the employment rates were above the OECD average for all age groups aged 55 and over; by contrast it was below average for all age groups in ten OECD countries. Employment rates of people aged 55 to 64 have improved since the start of the century in most OECD countries, from 44.0% in 2000 to 58.4% in 2016.

There are large cross-country variations in the employment rates of people aged 55 to 69 in the OECD. In 2016, Iceland displayed the highest rates at 86% for those aged 55 to 59 and at 83% for individuals aged between 60 and 64. Employment rates of individuals aged 65 to 69 were 56%. By contrast the lowest employment rates were found in Greece and Turkey where employment rates for people aged 55 to 59 were 47% and 38%, respectively.

In Denmark, Finland and Germany the employment rates are well above the OECD average (69.6%) for individuals aged 55 to 59 at around 75.8%. However, they fall quickly with age and are below the OECD average for individuals aged between 65 and 69. In France the employment rates are close to the OECD average for the 55 to 59 age group, but they fall steeply and are well below the average for the over 60s. In contrast, the employment rates in Mexico are below the OECD average for the 55 to 59 year-olds but above average in the age-groups 60 to 64 and 65 to 69.

In a large number of European OECD countries the employment rates are below the OECD average for all age groups considered: Austria, Belgium, Greece, Italy, Luxembourg, Poland, Portugal, Slovenia, Spain and Turkey.

Employment rates of people aged between 55 and 64 have improved in most OECD countries since the year 2000. On average, they have increased by 14 percentage points passing from 44.0% in 2000 to 58.4% in 2016. By comparison the employment rates among the 25 to 54 age group increased from 76.8% in 2000 to 79.5% in 2016. The greatest increase for the 55-to-64 age group occurred in Germany

from a relatively low level of 38% in 2000 to 69% in 2014. Mainly as a result of the economic crisis, in Greece and Turkey, the employment rates of the 55-64s declined between 2000 and 2016.

### Definition and measurement

Employment rates are defined as a measure of the extent to which available labour resources (people available to work) are being used. They are calculated as the ratio of the employed to the total population. Employed people are those aged 15 or over who report that they have worked in gainful employment for at least one hour in the previous week or who had a job but were absent from work during the reference week.

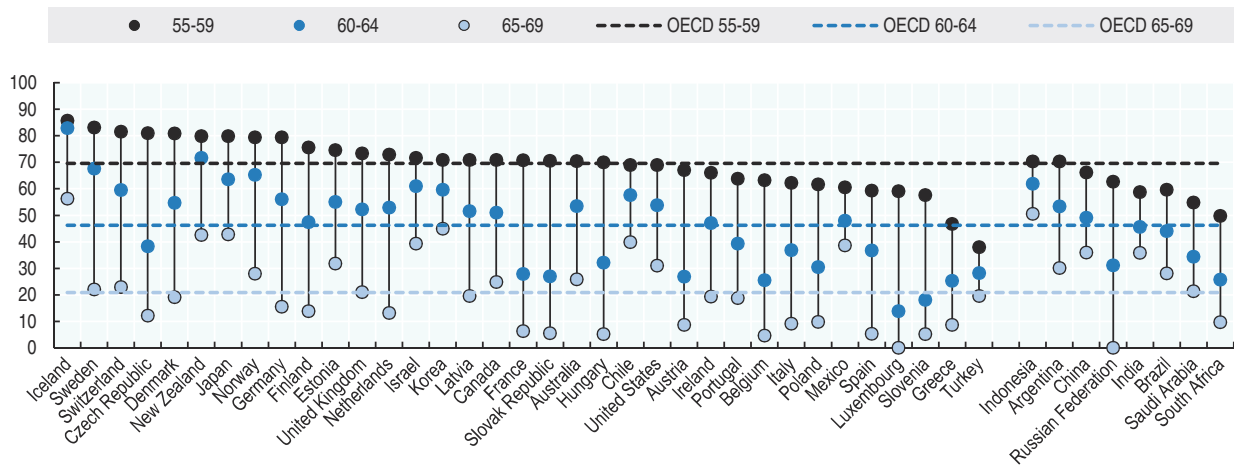
### Further reading

OECD review on Ageing and Employment Policies: *Working Better with Age* reports on Denmark, France, Netherlands, Norway, Poland and Switzerland (see [www.oecd.org/els/employment/olderworkers](http://www.oecd.org/els/employment/olderworkers)).

OECD (2017), *OECD Employment Outlook 2017* OECD Publishing, Paris, [http://dx.doi.org/10.1787/empl\\_outlook-2017-en](http://dx.doi.org/10.1787/empl_outlook-2017-en).

Sonnet, A., H. Olsen and T. Manfredi (2014), "Towards More Inclusive Ageing and Employment Policies: The Lessons from France, the Netherlands, Norway and Switzerland", *De Economist*, Vol. 162, December.

### 5.6. Employment rates of workers aged 55-59, 60-64 and 65-69 in 2016

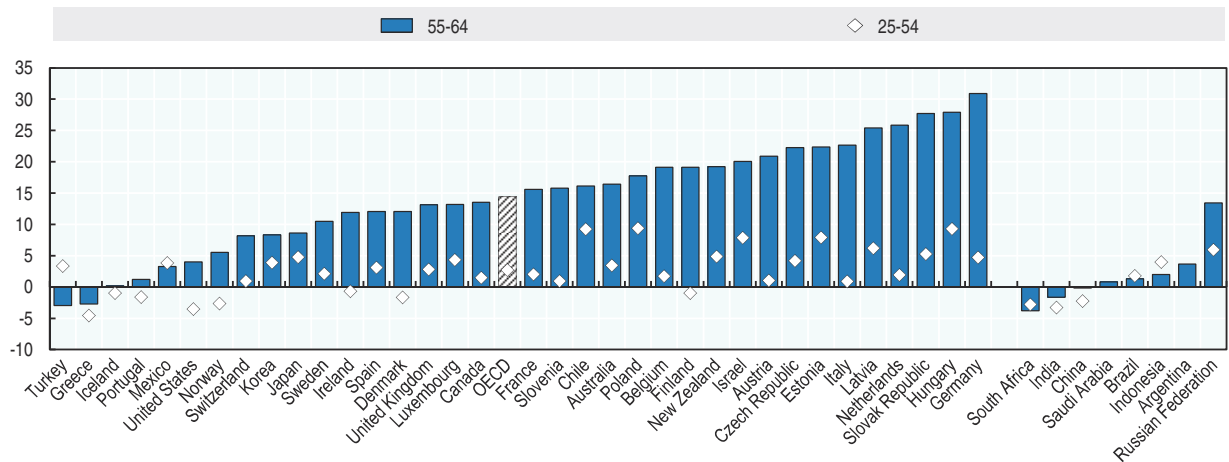


Source: OECD Employment database.

StatLink <http://dx.doi.org/10.1787/888933634325>

### 5.7. Changes in employment rate of older workers, 2000 to 2016

Percentage points difference in employment rates of older workers aged 55-64, 2000-16



Source: OECD.Stat.

StatLink <http://dx.doi.org/10.1787/888933634344>



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