Living Long, Living Well
The Maturing Workforce

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Changes in labor force participation rates
55 years of age and over

Reasons for this change

- Increased life expectancy and improvements in health
- Changes in physical demands of work
- Education
- Elimination of mandatory retirement age
Reasons for this change

- Three legged stool for retirement income
  - Social security
    - “normal” retirement age has been increasing from 65-67
  - Employer pensions and health benefits
    - Movement from defined benefit to defined contribution
    - Reductions in retiree health benefits
  - Personal savings
    - Has been declining
    - Value of housing

Stock Market down 48% from 2008

House values down 29.1% from peak in 2006

Policy Implications

• Pension reform
  – Financial literacy
  – Pension protection

• Workforce Training
  – Merits of wage insurance vs. training
  – Encore careers

• Work Time Flexibility
  – Family leave