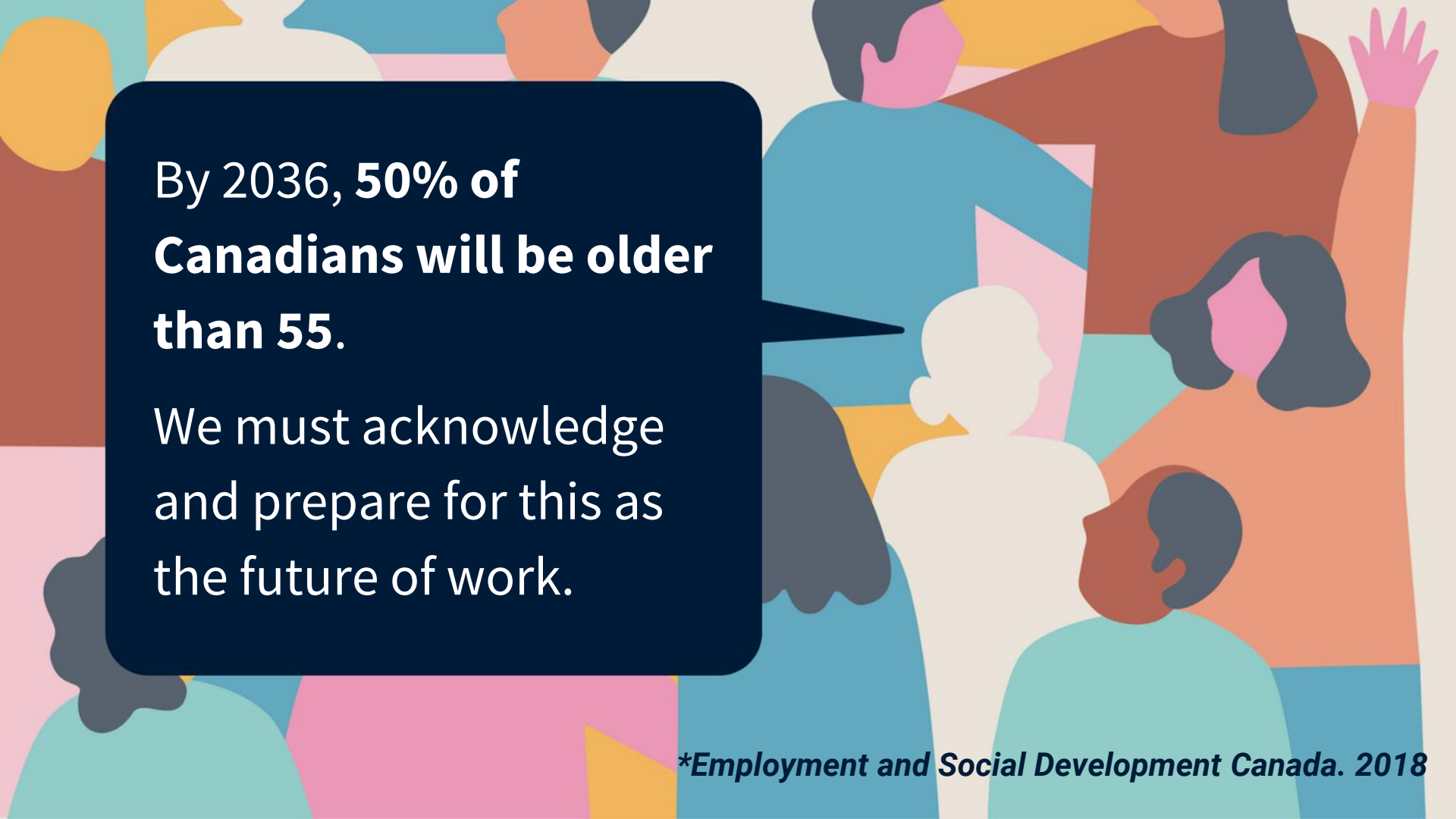




# **Benefit Not Burden:**

## **Older Workers and the Future of Work in Canada**


**2019/2020 Action Canada  
Taskforce #1 Report  
Friday, 14 March, 2020**

A stylized illustration of a diverse group of people. The figures are rendered in various colors (blue, orange, teal, pink, grey) and are shown from the chest up, some facing forward and others in profile. The background is a mix of these colors, creating a vibrant, abstract scene. A dark blue speech bubble is overlaid on the left side of the image, containing text.

By 2036, **50% of Canadians will be older than 55.**

We must acknowledge and prepare for this as the future of work.

*\*Employment and Social Development Canada. 2018*


An illustration of a diverse group of people in a meeting. The background is filled with stylized, colorful silhouettes of people in various colors (pink, blue, orange, white, teal). A dark blue speech bubble is centered in the image, containing white text. The text reads: "Building an **inclusive and resilient economic future** requires a **critical look at how we understand and value older workers.**"

Building an **inclusive and resilient economic future** requires a **critical look at how we understand and value older workers.**

**“I have retired twice in my career. I don't recommend it! I don't feel that there should be an age limit for paid employment. As long as people feel that they get some job satisfaction, and as long as employers will continue to value the mature workers' experience, we can continue to contribute!”**

**— Bridgett Morgan**



A stylized illustration of a diverse group of people. The figures are rendered in various colors including blue, orange, pink, teal, and white. Some figures are shown from the back, some from the side, and one in the foreground has their hand raised. The background is a mix of these colors in a patterned, abstract way.

By boosting the employment rate of older workers to Swedish levels, Canada can add \$51.3B to our GDP<sup>1</sup> - while helping improve quality of life.\*

**To get there, we have 5 policy recommendations.**

*\*PricewaterhouseCoopers. 2017*

# FEDERAL GOVERNMENT

## 5 PUBLIC POLICY RECOMMENDATIONS


1. A target of 75% for an older worker **employment rate**
2. Reframe the way the federal government **talks about** - and the **value it places** on - older workers
3. Do **not** develop a targeted older worker employment strategy.
4. Raise the **age of retirement** from 65 to 67
5. Implement policies that encourage **flexible work arrangements**



**« Les politiques publiques doivent donner un appui, comme par exemple de la formation, mais la lutte contre l'âgisme est ce qui a le plus d'importance. Car c'est là qu'on pourra donner des chances égales de demeurer à l'emploi à tous, peu importe l'âge ou la provenance des travailleurs. »**

**— Tania Saba**





What policies the government implements matters, but equally important is **how** the government creates and operates.


**We have 3 internal actions to employ an anti-ageist lens.**



# FEDERAL GOVERNMENT

## **3 INTERNAL ACTIONS**

1. Have a dialogue about age and ageism in the workplace with employees
2. Have a specialist in anti-ageist approach deliver training to policy- or decision-makers in your workplace
3. Review existing internal policy and practice with an age-based lens

A stylized illustration of a diverse crowd of people. The figures are rendered in various colors including yellow, blue, pink, brown, and teal, with some having dark hair and others having lighter hair. They are shown from the chest up, facing different directions, creating a sense of a busy, multi-cultural group. A dark blue speech bubble is positioned in the center-right of the image, containing white text.

We must remember **technology is not the only thing changing**, Canada's people are too, and within two decades over half our population will be above the age of 55.



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