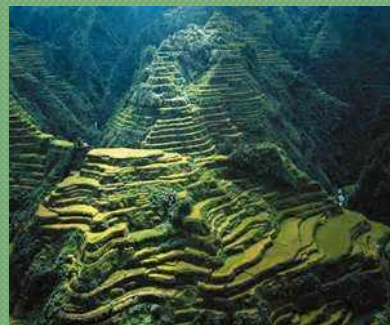


Philippines: Labor Issues of Older Workers

Department of Labor and Employment

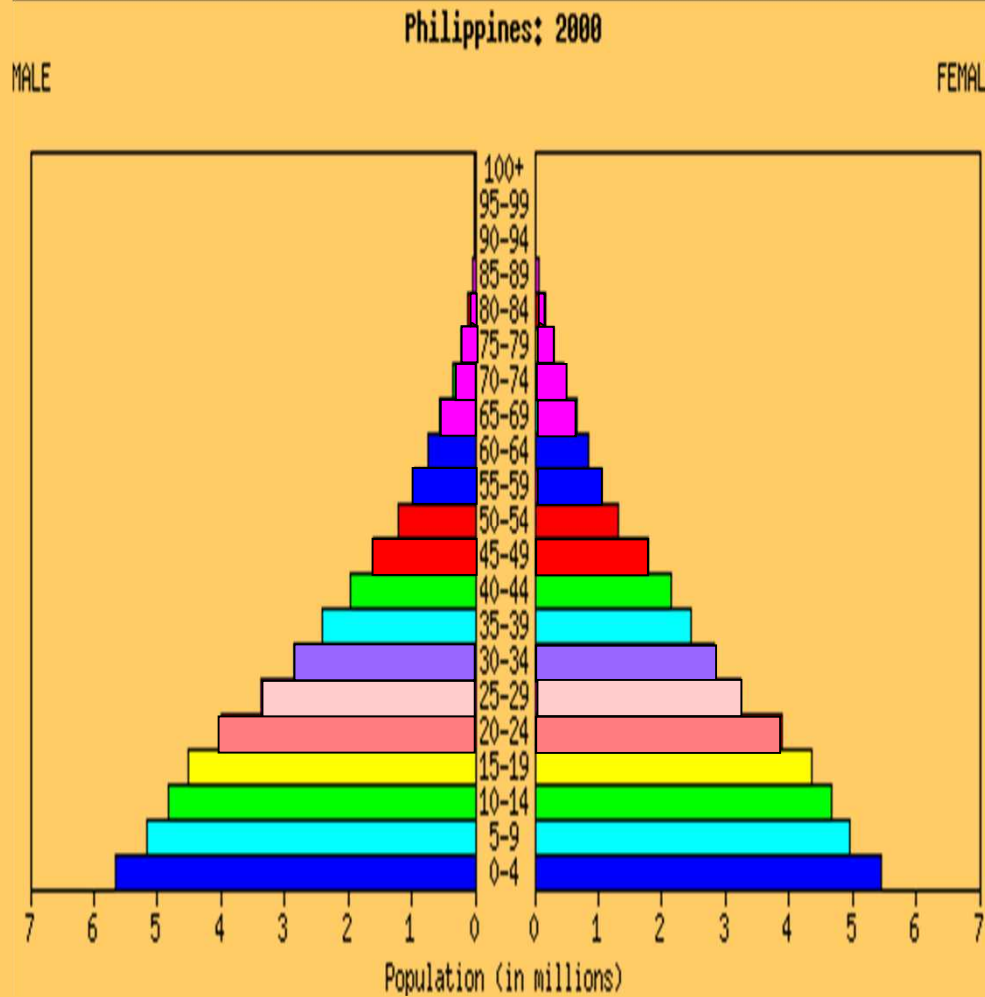


Working Definition

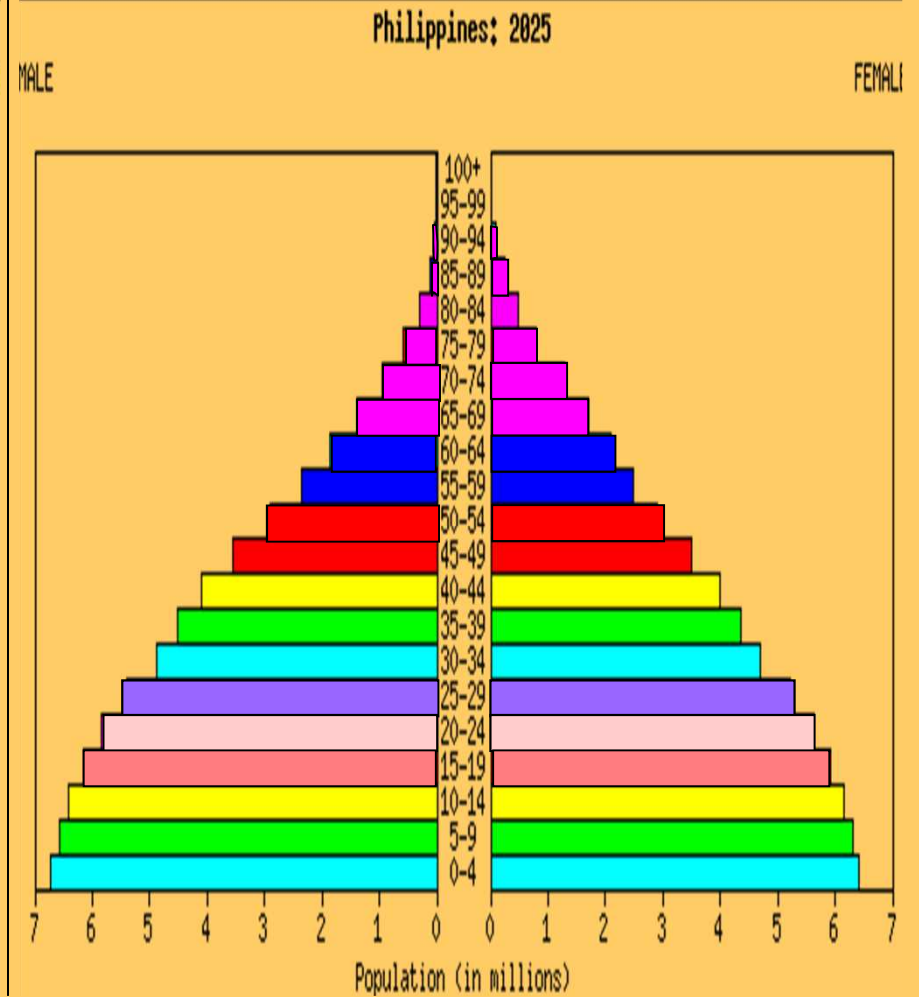
“Male and female members of the labor force aged 55 years and above in the private and public sectors, irrespective of their sources of income, conditions of employment or status in the establishment.”

- **“Senior citizen”**: 60 years and above
- **Medical perspective**: >45 years

CONCERN: Ageing Population/ Workforce



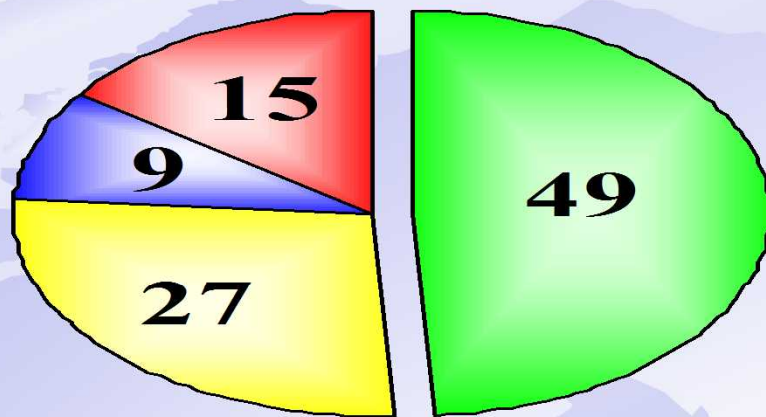
source: U.S. Census Bureau, International Data Base.



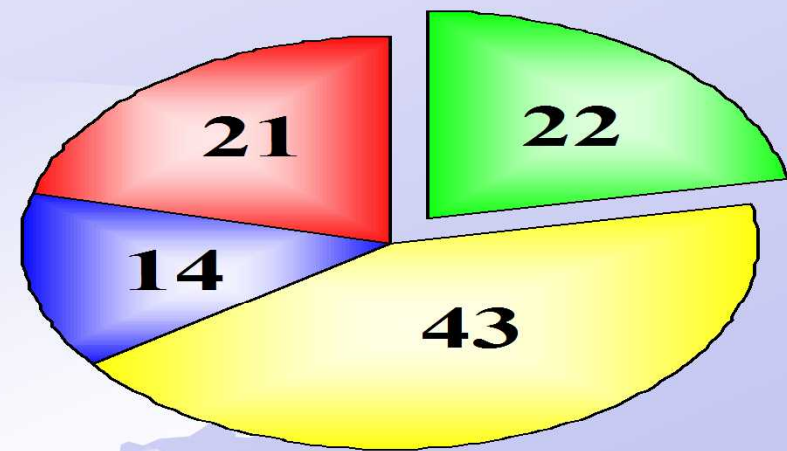
source: U.S. Census Bureau, International Data Base.

Global ageing

1990



2020



-  **Communicable diseases**
-  **Noncommunicable diseases**
-  **Neuropsychiatric diseases**
-  **Injuries**

OSH Concerns of older workers

- **Disease:**
 - Hypertension, muscular-skeletal diseases, Alzheimer's
- **Skills:**
 - diminished endurance, especially in physically demanding occupations like construction.
- **Physiologic deterioration**
 - diminished hearing and vision: air transport and navigation.
- **Older Women**
 - menopause related physiological changes and reduced working capacity.
- **Emerging Concerns:**
 - new occupational hazards and risks: new toxic substances,
- **Organizational, technological change and pace:**
stress,

OSH CONCERN: PRODUCTIVITY

- ◉ **Demanding work: Construction, mining, maritime**
- ◉ **Skills, work experience, judgment**
- ◉ **Role model, compliance with OSH**

Concern: Social Protection

- ◉ **Inadequate old-age pensions and health insurance**
- ◉ **High dependency ratio on older workers**
- ◉ **OSH deficits in Informal Sector**

OSH CONCERN: EQUALITY & NON-DISCRIMINATION

- ◉ **Recruitment, Promotion, Retrenchment**
- ◉ **Training**
- ◉ **Last in – First out**
- ◉ **Mobbing**

OSH CONCERN: EMPLOYABILITY

Work ability:

- Health
- Competencies and skills
- Motivation



Employability:

- Labour Market
- work place
- organisation

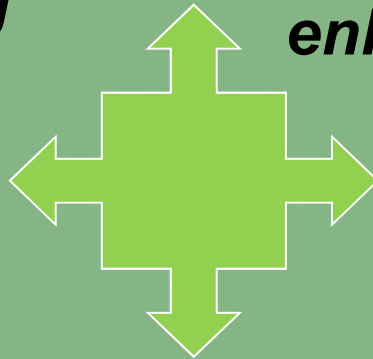
Action for ageing workforce

**Personnel planning,
Training, education, re-
entry, *career planning***

**Age friendly work design:
*Mixed teams, job
enhancement etc.***

**Flexibilisation of
working time: *Work-
life Balance,***

**Enterprise culture:
*Valuation, recognition,
diversity***



**Life course
approaches:**

**Health and integration
management: *Workplace health
promotion***

Firm-level solutions: Recognition

- ◎ **Older workers are assets, not liabilities**
- ◎ **Representation in union, committees**
- ◎ **No tolerance of age-discrimination**

Firm-level Solutions

- ◉ **Focus on Prevention**
- ◉ **Age-specific policies & work arrangements: job rotation**
- ◉ **training**
- ◉ **Preparation for post employment**

THANK YOU

**Grateful Acknowledgement:
Dr. Gert Gust (+), Dr. Dulce P. Estrella-Gust**

